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CANADA DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING JANUARY 1975

Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 25 collectively bargained settlements in Ontario's industries in January 1975. It also includes an addendum of 5 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

February 26, 1975

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American Can of Canada Limited at Marathon - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 275 employees, settled at the conciliation officer stage. (Previous agreement expired Aug. 31, 1974).

Wages:	Effective	<u>Sept. 1/74</u>	<u>Jan. 1/75</u>
	General Increases	90¢ per hour	20¢ per hour
	Additional Adjustments	Some reclassifications of tradesmen and introduction of new classifications; 15¢ - 67¢ inequity adjustments for some tradesmen as of Aug. 31, 1974	
	Labourer	\$5.06 (\$4.16)	\$5.26
	Carpenter	\$6.65 (\$5.28)	\$6.85
	Effective	<u>Sept. 1/75</u>	
	General Increases	65¢ per hour	
	Labourer	\$5.91	
	Carpenter	\$7.50	
Travel Allowance:	\$4.00 (\$3.00) per day for non-resident commuters in lieu of board in camp.		
	\$3.25 per week (new) for all employees where transportation is not provided from a designated marshalling point to a recognized operation.		
Safety Equipment:	Safety gloves for persons handling cable to be sold by the company at \$3.00 below the company cost price.		
Other Contract Changes:	The same as for The Ontario-Minnesota Pulp and Paper Company Limited reported on page 2 .		

The Ontario - Minnesota Pulp and Paper Company Limited at Kenora and Fort Frances - Lumber and Sawmill Workers' Union, Local 2693 of the United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 1, 1974 to Aug. 31, 1976, covering 400 employees, settled at the conciliation officer stage. (Previous agreement expired Aug. 31, 1974).

Wages:	Effective	<u>Sept. 1/74</u>	<u>Jan. 1/75</u>
	Increases	12% for incentive workers; 90¢ per hour for non-incentive workers	3% for incentive workers; 20¢ per hour for non-incentive workers
	Additional Adjustments	Some reclassifications of tradesmen and introduction of new classifications; 15¢ - 67¢ inequity adjustments for some tradesmen as of Aug. 31, 1974	
	Labourer	\$5.06 (\$4.16)	\$5.26
	Carpenter	\$6.65 (\$5.28)	\$6.85
	Effective	<u>Sept. 1/75</u>	
	Increases	9% for incentive workers; 65¢ per hour for non-incentive workers	
	Labourer	\$5.91	
	Carpenter	\$7.50	
Cost-of-Living Allowance:	Effectively Jan. 1, 1975, new cost-of-living provision of 1¢ per hour per 0.35 change in the Consumer Price Index (1961=100), commencing with the comparison of the Mar. 1975 and Dec. 1974 Indexes, to be adjusted quarterly.		
Premium for Crew Leader:	35¢ (10¢) per hour.		
Premium for Bush Assignment:	25¢ (10¢) per hour for tradesmen and helpers assigned to a bush garage or required to work away from the main camp garage.		
Shift Premiums:	0 - 22¢ - 25¢ (0 - 14¢ - 19¢).		
Overtime Pay:	Double time (previously time and one-half) after 8 hours on Sunday, or on a holiday.		

Call-Back Pay: Minimum of 4 (3) hours at straight time rates.

Paid Holidays: Effective Jan. 1, 1975, one additional floating day is added, for employees who have accumulated 120 days seniority, for a total of 12 (11).

Paid Vacations: 2 weeks with vacation pay of 4% for employees with 0 - 1,000 (200 - 1,600) days of service
3 weeks at 6% 1,000 - 3,000 (1,600 - 3,000)
4 weeks at 8% 3,000 - 5,000 (unchanged)
5 weeks at 10% 5,000 - 5,400 (5,000 and over)
6 weeks at 12% 5,400 and over (new)

Effective Sept. 1, 1975,
3 weeks at 6% 1,000 - 2,800
4 weeks at 8% 2,800 - 5,000

Supplementary Vacation with Pay - Employees who have worked more than 5,000 days receive the following additional vacation in the calendar year in which they attain:

Age 60	1 week at 2% (same)
Age 61	2 weeks at 4% (same)
Age 62	3 weeks at 6% (same)
Age 63	4 (3) weeks at 8% (6%)
Age 64	5 (3) weeks at 10% (6%)

Bereavement Leave: Grandparents included in up to 3 days' paid leave to attend funeral. Step-relatives will be considered the same as blood relatives in the definition of "immediate family"

Welfare: Life Insurance - \$15,000 (\$10,000).

Weekly Indemnity Plan - Benefits of 70% of weekly earnings up to a maximum of \$170 (\$120) per week, payable, as previously, on a 1-3-52 basis.

Dental Plan - Effective Jan. 1, 1975, employer pays 100% of the premiums for a new dental plan to provide for 100% of the cost of basic services and 50% of the cost of certain other services, up to a maximum of \$1,000 per individual per year.

Fire and Theft Insurance: Employer will provide fire and theft insurance up to a maximum of \$800 (\$500) to cover personal belongings, power saws and tools.

Power Saw Allowance: 70¢ (40¢) per day to cover the cost of oil and gas used in power saws. Effective Jan. 1, 1975, employer will provide oil and gas.

Employer will pay \$5.50 (\$4.50) per 8 hour shift to a day worker using his power saw at the Company's request when falling and limbing, and \$6.50 (\$5.50) per 8 hour shift when bucking at a landing on a skidding operation.

Safety Equipment: Required personal safety equipment to be sold by the company at \$3.00 below the company cost price (new).

Travel Allowance: \$4.00 (\$3.00) per day for non-resident commuters in lieu of board in camp.

\$1.25 to \$4.00 per week (new), depending on camp, for employees travelling to Kenora.

Mileage Allowance: 16¢ per mile (new) for employees who elect to use their own cars instead of company transportation when transferred from camp to camp.

Training Allowance: Employer will supplement the government weekly training allowance for apprentices attending trade school to provide a total weekly income equal to 40 times regular rate of pay (new).

LEATHER

Robson-Lang Leathers Ltd. at Barrie, Cobourg, Kitchener and Oshawa - Locals 116, 178, 205 and 485, Canadian Food and Allied Workers (AFL-CIO/CLC)
A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 500 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	General Increases	65¢	55¢
	Labourer	\$4.22-\$4.27 (\$3.57-\$3.62)	\$4.77-\$4.82
	Machinist A	\$4.55-\$4.92 (\$3.90-\$4.27)	\$5.10-\$5.47

Settlement Pay: \$100 payable Jan. 1, 1975. \$100 payable July 1, 1975.

Shift Premiums: 0¢-15¢-20¢(0¢-11¢-16¢).

Paid Holidays: Boxing Day added for a total of 10.

Paid Vacation: 3 weeks after 6(7) years of service. Effective in 1976, 4 weeks after 15(16) years and 5 weeks after 24(25) years.

Health and Welfare: Drug Plan - 35¢(20%) deductible per prescription.

TEXTILE

Millhaven Fibres Ltd. at Millhaven - Local 9-670, Oil, Chemical and Atomic Workers' International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 7, 1975 to Jan. 6, 1977, covering 900 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 7/75</u>	<u>Jan. 7/76</u>
	General Increase	14.8%	12.6%
	Bobbin Recovery Operator	\$3.80 (\$3.31)	\$4.28
	Labourer	\$4.21 (\$3.67)	\$4.74
	Electrician	\$5.54 (\$4.83)	\$6.24

Shift Premiums: 0-20¢-24¢(0-15¢-21¢). Effective Jan. 7, 1976, 0-20¢-28¢.

Sunday Premium: 75¢(50¢) per hour.

Paid Holidays: Monday of March school holiday added for a total of 11.

PAPER AND ALLIED

Hilroy Envelopes and Stationery Limited at Toronto - Local 1144, Paperworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 290 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	General Increases	75¢ - \$1.03	9%
	Machine Operator	\$3.55 - \$4.00 (\$2.60 - \$3.20)	\$3.87 - \$4.36
	Machinist	\$5.90 (\$4.87)	\$6.43

Probationary period is 320 hours worked. Maximum rates for Machine Operator reached after 3 months.

Cost-of-Living Allowance: Effective Apr. 1, 1975, new cost-of-living provision of 1¢ per hour per 0.35 increase in the Consumer Price Index (1961 = 100), commencing with the comparison of the June 1975 and March 1975 Indexes, to be adjusted quarterly.

Shift Premiums: 0¢ - 30¢ - 30¢ (0¢ - 25¢ - 30¢).

Lead Hand 35¢ (25¢) per hour.
Premium:

Paid Holidays: Easter Monday and December 31 are added for a total of 12(10).

Paid Vacations: 3 weeks after 6(7) years, 4 weeks after 17(18) years and
5 weeks (new) after 25 years.

Supplementary vacation with pay (new) - All employees with
25 or more years of continuous service will receive the
following additional vacation in the contract year in which
they attain:

Age 60	1 week
61	2 weeks
62	3 weeks
63	4 weeks
64	5 weeks

Bereavement Leave: Grandchildren included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance - Employer pays 100% of premiums (previously employee paid 25¢ per \$1,000 of coverage).

Weekly Indemnity Plan - Employer pays 100% (75%) of the premiums. Benefits of 66-2/3% of weekly earnings up to a maximum of \$140 (\$110), per week, payable, as previously, on a 1-4-26 basis.

OHIP - Family Plan available to all married members (previously available only to employees who are heads of family or who are sole support).

Drug Plan - Effective Jan. 1, 1975, employer pays 50% of the premium for a new drug plan with deductibles of \$10 for single employees and \$20 for families. Effective Jan. 1, 1975, employer pays 100% of the premiums.

PRINTING, PUBLISHING AND ALLIED

Toronto Star Limited - Local N-1, Printing and Graphic Communications (AFL-CIO/CLC)

A 24 - month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 240 employees, settled at the mediation stage (Previous agreement expired Dec. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
Increases	\$42 per week for Journeyman Pressman; \$40 per week for Journeyman Paper Handler; 16.28% for Press Cleaners		Wage Re-opener
Press Cleaner (Day Shift)		\$151.00 (\$130.00)	
Journeyman Paper Handler (Day Shift)		\$253.50 (\$213.50)	
Journeyman Pressman (Day Shift)		\$300.00 (\$258.00)	

Effective Jan. 1, 1976, employees are guaranteed an increase equal to the percentage increase in the Consumer Price Index for Toronto between the Dec. 1975 and Dec. 1974 Indexes up to a maximum of 12%. If the increase is greater than 12%, negotiations for wages will take place and will be subject to final offer selection arbitration.

Hours of Work: 4 day work week consisting of 32 hours for Rotogravure Pressmen and for some other employees on a trial basis (previously 35 hours per week).

Paid Vacations: 4 weeks after 8 (9) years, and 5 weeks after 20 (25) years.

Welfare: Weekly Indemnity Plan - Benefits increase to 100% (75%) of day shift rates, payable from the second (third) day of disability for a maximum of 26 (52) weeks.

Long Term Disability Plan - Benefits increase to 60% (50%) of day shift rates, payable from the 27th (53rd) week of disability.

Toronto Star Ltd. at Toronto - Local 87, The Toronto Newspaper Guild
(AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 1,800 employees, settled at the mediation stage.

Wages:	Effective	<u>Jan. 1/75</u>
	General Increases	15.6% to a maximum of \$42 weekly
<u>Weekly Rates</u>		
	Junior Clerk (Group 9)	\$135.41-\$163.86 (\$117.14-\$141.75)
	Reporter (Group 4)	\$198.61-\$322.00 (\$171.81-\$280.00)
	Editor (Group 1)	\$377.00 (\$335.00)
Paid Vacation:	4 weeks after 8(9) years' service. 5 weeks after 20(25) years' service.	
Pension Plan:	Automatic post survivor benefit of 50% of deceased retiree's pension benefits (new).	
Transportation Allowance:	18¢(15¢) per mile with a guarantee of \$1,800 per year, for use of employee's private motor vehicle.	
Meal Allowance:	\$4.50(\$3.50) while working overtime.	

PRIMARY METALS

Anaconda Canada Ltd. at Toronto - Local 399, United Automobile Workers (CLC):
A 36-month renewal agreement effective from Dec. 1, 1974 to Nov. 30, 1977, covering 800 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Dec. 1/74</u>	<u>Dec. 1/75</u>	<u>Dec. 1/76</u>
	General Increases	28¢	16¢	17¢
	COLA fold-in	63¢		
	Job Class Increment	8.0¢ (7.5¢)		8.5¢
<u>Production Occupations</u>				
	Pay Grade 1 (Janitor)	\$4.42 (\$3.51)	\$4.58	\$4.75
	Pay Grade 15 (Roller)	\$5.54 (\$4.56)	\$5.70	\$5.94

<u>Skilled Trades</u>	<u>Dec. 1/74</u>	<u>Dec. 1/75</u>	<u>Dec. 1/76</u>
ST-2 (Saw Grinder)	\$5.43-\$5.59 (\$4.445-\$4.605)	\$5.59-\$5.75	\$5.835-\$5.995
ST-7 (Electronic- electrician)	\$6.095-\$6.335 (\$5.085-\$5.325)	\$6.255-\$6.495	\$6.525-\$6.765

Cost of Living Allowance: 1¢ per hour for each full 0.375(0.4) of a point change in the Consumer Price Index, payable every three months. The employer will not be required to pay the first 1¢(2¢) which becomes due on each adjustment date. This will amount to 11¢ per hour over the term of the agreement and will go to pay the cost of the dental plan.

Shift Premiums: Effective Dec. 1, 1975, 0¢-25¢-30¢(0¢-15¢-20¢).

Paid Holidays: Effective in 1976, Boxing Day is added for a total of 11.

Paid Vacation: 3 weeks after 7(10) years of service. Effective in 1976, 4 weeks after 15(20) years. Effective in 1977, 5 weeks (new) after 25 years.

Health and Welfare: Life Insurance - Effective Dec. 1, 1975, \$9,000(\$8,000) coverage.

Accidental Death and Dismemberment Insurance - Effective Dec. 1, 1976, \$5,000(\$4,000) coverage.

Weekly Indemnity - \$110(\$95) per week. Effective Dec. 1, 1975, \$115 per week. Effective Dec. 1, 1976, \$120 per week. Effective Dec. 1, 1974, for non-occupational illness or accident, the duration of benefits is increased to 52(39) weeks and the plan will no longer be tied to benefits received under the Unemployment Insurance Act.

Dental Plan (new) - Effective Dec. 1, 1975 and provided for employees with 8 months of service on a non-contributory basis.

Pension Plan: The following improvements will be effective Dec. 1, 1975:

Basic Benefit - \$11(\$7.50) per month per year of service for the first 15 years service, \$12.50 for each of the next 15 years and \$14 for each year of service over 30.

Early Retirement - Early retirement at age 62(63) with 10(30) years of service.

Early unreduced pension supplement of \$9 per year of service, up to 25 years, payable to age 65.

Deferred vested pensions payable at age 62 or after will be reduced by 1/3% per month for each month under age 65.

Disability Pension - Waiting period reduced to 5 months, with a supplement of \$230 (\$130) per month to death or age 65.

Spouse's Pension - For death before retirement to have no minimum age requirement (previously minimum age of 50), with no dependency requirement.

Future Retirees - To receive 5% escalator effective Dec. 1, 1977.

Prior Pensioners - To receive percentage increase with a \$15 minimum and \$60 maximum.

Bereavement Leave: Definition of "immediate family" to include grandchildren, for up to 3 days' paid leave.

METAL FABRICATING

Great West Steel Industries Ltd. at Toronto - Local 4515, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 295 employees, settled after a strike. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>
General Increases		15%	5%
Additional Adjustments		Some new classifications	
General Labour		\$4.583 (\$3.985)	\$4.812
Tool and Die Maker		\$6.020 (\$5.235)	\$6.321
Effective		<u>Jan. 1/76</u>	<u>July 1/76</u>
General Increases		11%	4%
General Labour		\$5.341	\$5.555
Tool and Die Maker		\$7.016	\$7.297

Shift Premiums: 0 - 20¢ - 30¢ (0 - 14¢ - 17¢).

Overtime Pay: Double time after 2(4) hours of overtime per day and after 2(4) hours work on Saturday.

Paid Holidays: One unspecified half day is added for a total of 11½(11).

Vacation Pay: 5%(4%) vacation pay after 1 year, 7%(6%) after 7 years and 9%(8%) after 17 years.

Welfare: Life Insurance and A.D.&D. - \$8,000 (\$6,000).

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$123 per week or UIC level (previously flat amount of \$75 per week), payable on a 1-4-26 basis.

Dental Plan - Employer pays premiums for dental plan based on 1974(1971) O.D.A. Schedule of fees.

ELECTRICAL PRODUCTS

Rotor Electric Company Limited at Toronto - Local 6971, Steelworkers

(AFL-CIO/CLC): An 18-month renewal agreement effective from December 9, 1974 to June 8, 1976, covering 300 employees, settled after a strike with mediation assistance (Previous agreement expired Dec.8, 1974).

Wages:	Effective	Dec. 9/74	Jan. 31/75
General Increases		45¢	-
Additional Adjustments		Maximum difference between high and low rates of range is 30 ¢.	30¢-45¢ classification adjustments for some skilled employees
Assembler		\$3.05-\$3.29 (\$2.60-\$2.84)	\$3.05-\$3.29
Tool and Die Maker		\$4.95-\$5.25 (\$4.40-\$4.80)	\$5.35-\$5.65
Effective	June 9/75	Dec. 9/75	
General Increases	10¢	10¢	
Assembler	\$3.15-\$3.39	\$3.25-\$3.49	
Tool and Die Maker	\$5.45-\$5.75	\$5.55-\$5.85	

Probationary period is 2 months. Maximum rates reached after two 2-month increases (previously after one 2-month and one 4-month increase).

Shift Premiums: 0 - 15¢ - 20¢ (0 - 12¢ - 12¢).

Paid Vacations: 3 weeks after 6(7) years and 4 weeks after 16(17) years.

Welfare: Life Insurance - \$4,000(\$3,000).

Weekly Indemnity Plan - Benefits increase to \$60 (\$50) per week, payable, as previously, on a 1-4-26 basis.

Drug Plan - Employer pays 100% of the premiums for a new drug plan, with deductibles of \$10 per person and \$20 per family.

Philco Ford of Canada Ltd. at Toronto - Local 2113, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 19, 1974 to Nov. 18, 1976, covering 730 employees, settled at the conciliation officer stage.

Wages	Effective	<u>Nov. 19/74</u>	<u>May 19/75</u>
General Increases		15% (minimum of 50¢ an hr.)	
Guaranteed Cost of Living Allowance			20¢
Job Level 1 (Light assembler)		\$3.31-\$3.52 (\$2.81-\$3.02)	\$3.51-\$3.72
Job Level 20 (Electrician)		\$5.26-\$5.80 (\$4.57-\$5.05)	\$5.46-\$6.00
Effective		<u>Nov. 17/75</u>	<u>May 19/76</u>
General Increases		10%	
Guaranteed Cost of Living Allowance			20¢

<u>Effective</u>	<u>Nov. 17/75</u>	<u>May 19/76</u>
Job Level 1 (Light assembler)	\$3.84-\$4.07	\$4.04-\$4.27
Job Level 20 (Electrician)	\$5.99-\$6.58	\$6.19-\$6.78

Cost of Living Allowance(new): As of May 19, 1975, based on the change in the Consumer Price Index from Oct. 1974 to April 1975 and as of May 24, 1976 based on the change in the Index from May 1975 to April 1976, 1¢ for each 0.45 change in the Index, but in no event will the adjustment be more than nor less than 20¢ on each date.

Shift Premium: 20¢(16¢) per hour.

Call-back Pay: 4(3) hours at the appropriate overtime rate.

Paid Holidays: 1 additional floating holiday for a total of 9½ designated holidays and 2 floating holidays.

Paid Vacation: 5 weeks (new) after 25 years' service.

Health and Welfare: Life Insurance - Effective Jan. 19, 1975, \$12,000(\$10,000) maximum.

Weekly Indemnity - Effective Jan. 1, 1975, ranges from \$88.18-\$93.77(\$74.93-\$80.53) for Job Level 1 to \$123.00 (new) for Job Level 20.

Pension Plan: Effective Jan. 1, 1975, after 1 year of service, non-contributory plan provides benefits of \$6 per month times years of future service. (Previously 3.25% to 5% contributed by employee and remainder funded by Company.)

Meal Allowance: \$2.25(\$1.50).

Citizenship Leave: 4 hours' paid leave to obtain citizenship papers.

ELECTRICAL PRODUCTS

General Instrument of Canada Ltd. at Waterloo - Local 520, Electrical Workers (I.U.E.) (AFL-CIO/CLC): A 24-month renewal agreement effective from Aug. 22, 1974 to Aug. 21, 1976, covering 325 employees, settled at the conciliation officer stage. (Previous agreement expired Aug. 21, 1974).

Wages:	Settlement pay of \$40 for all employees on payroll on date of ratification, based on hours worked.	
Effective	<u>Sept. 30/74</u>	<u>Jan. 11/75</u>
Increases	15¢ for incentive workers in Job Level 1; 20.6¢ on maximum rates for non-incentive workers in Job Level 1	20¢
Additional Adjustments	0.5¢ - 1.8¢ for incentive workers; 7¢ - 20.4¢ for non-incentive workers, depending on classification	
Job Level 2-1 (Non-Incentive) (Includes Assembler)	\$2.293 - \$2.476 (\$2.110 - \$2.270)	\$2.493 - \$2.676
Job Level 2-20 (Tool and Arbor Mechanic-Senior)	\$4.556 - \$4.920 (\$4.169 - \$4.510)	\$4.756 - \$5.120
Effective	<u>Aug. 22/75</u>	
General Increases	20¢	
Job Level 2-1 (Non-Incentive) (Includes Assembler)	\$2.693 - \$2.876	
Job Level 2-20 (Tool and Arbor Mechanic-Senior)	\$4.956 - \$5.320	
Probationary period is 35 work days. Maximum rate for Job Level 2-1 reached after 26 weeks (1 year), and for Job Level 2-20 after 1 year.		
Cost-of-Living Allowance:	New cost-of-living provision of 1¢ per hour per 0.6 change in the Consumer Price Index (1961=100), commencing with the comparison of the Oct. 1975 and July 1975 Indexes, to be adjusted quarterly, up to a maximum of 20¢ per year. First payment effective Dec. 1, 1975.	

Shift Premiums: 0 - 18¢ - 18¢ (0 - 14¢ - 14¢).

Paid Vacations: 3 weeks after 7(8) years and 4 weeks after 17(18) years.
Effective Aug. 22, 1975, 3 weeks after 6 years, 4 weeks after
16 years and 5 weeks (~~now~~) after 25 years.

Bereavement Leave: One day's paid leave (new) granted to attend funeral upon death of brother-in-law or sister-in-law.

Welfare: Life Insurance - \$5,000 for all employees (previously \$5,000 for male employees and \$2,000 for female employees).

OHIP - Employer pays 50%(25%) of the single premiums for OHIP.
Effective Aug. 22, 1975, employer pays 60%.

ELECTRICAL PRODUCTS

J. E. Thomas Specialties Ltd. at Lindsay - Local 921, Rubber Workers (AFL-CIO/CLC): A 27-month renewal agreement effective from Nov. 2, 1974 to Feb. 1, 1977, covering 350 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Nov. 1, 1974).

Wages:	Effective	Nov. 2/74	Nov. 2/75	Aug. 2/76
General Increases		50¢ on maximum rates	35¢ on maximum rates	25¢ on maximum rates
Additional Adjustments		10¢ - 25¢ for some skilled tradesmen		
Class A (Includes Packer)		\$2.60 - \$3.00 (\$2.15 - \$2.50)	\$2.85 - \$3.35	\$3.05 - \$3.60
Tool and Die Maker (Class A)		\$4.65 - \$5.50 (\$4.45 - \$4.75)	\$4.95 - \$5.85	\$5.15 - \$6.10

Probationary period is 12 weeks. Maximum rates for Packer reached after 12 weeks. Maximum rates for Tool and Die Maker Class A reached after 6 months.

Cost-of-Living Allowance: Effective April 1975, new cost-of-living provision of 1¢ per hour per 0.6 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the July 1975 and Mar. 1975 Indexes, to be adjusted quarterly, up to a maximum of 20¢ as of Aug. 1, 1976. Effective Aug. 1, 1976, any cost-of-living allowance in excess of 5¢ will be folded into the wage rates. The 5¢ will remain as a float, and the formula will continue to be adjusted quarterly, up to a maximum of 20¢.

Shift Premiums: 0 - 15¢ - 20¢ (0 - 11¢ - 15¢).

Lead Hand 15¢ (10¢) per hour.
Premium:

Overtime Pay: Double time (new) after 4 hours of overtime.

Paid Holidays: One additional floating day is added for a total of 11(10).

Vacations: 4 weeks after 16(17) years. Effective Nov. 2, 1975, 4 weeks after 15 years.

Welfare: Life Insurance - \$7,000 for all employees (\$5,000 for male employees and \$3,000 for female employees).

Weekly Indemnity Plan - Benefits increase to 66-2/3% (60%) of day rate wages up to a maximum of \$123 (\$90) per week, payable, as previously, on a 1-1-8-26 basis.

Extended Health Care Plan (includes Drugs) - Deductibles for drugs reduced to 35¢ per prescription (previously \$10 per person and \$20 per family).

Long-Term Disability Plan - Effective as soon as possible, employer pays 100% of the premiums for a new plan to provide benefits of 66-2/3% of weekly earnings up to a maximum of 2 years.

Pension Plan: Employer pays 100% of the premiums for a new pension plan, to provide basic benefits of \$5.50 per month per year of service, and supplementary benefits of \$6.00 per month per year of service up to a maximum of 25 years. Employees are eligible to join plan after 2 years of service.

ELECTRICAL PRODUCTS

I-T-E Circuit Breaker (Canada) Limited (Eastern Power Devices Division)
at Mississauga - Local 1590, Electrical Workers
(I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from Dec. 1, 1974 to Nov. 30, 1976, covering 243 employees, settled at the mediation stage. (Previous agreement expired Nov. 30, 1974).

Wages:	Effective	Dec. 1/74	Dec. 1/75
General Increases		14%	9%

<u>Effective</u>	<u>Dec. 1/74</u>	<u>Dec. 1/75</u>
Cost-of-Living Fold-in	15¢ Cost-of- living allowance was folded into wage rates	
Group 2 (includes Circuit Breaker Sub. Assembler)	\$4.43-\$4.57 (\$3.74-\$3.86)	\$4.83-\$4.98
Group 10 (includes Tool and Die Maker)	\$5.31-\$5.72 (\$4.51-\$4.87)	\$5.79-\$6.23

Probationary period is 45 paid working days. Maximum rate for Group 2 reached after three 3-month increases, and for Group 10 after Six 3-month increases. Effective Jan. 1, 1975, maximum rate for Group 10 will be reached after 12 months.

Cost-of-Living Allowance: Effective Dec. 1974, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100), commencing with the comparison of the Feb. 1975 and Nov. 1974 Indexes, to be adjusted quarterly, up to a maximum of 15¢ in the first year of the agreement, 20¢ in the second year and 35¢ over the term of the agreement.

Lead Hand Premium: 25¢ (20¢) per hour.

Special Premium: 20¢ (15¢) per hour for employee assigned full time to training.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 16¢ - 17¢).

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11(10).

Paid Vacations: 3 weeks after 6 (7) years, 4 weeks after 16 (17) years and 5 weeks after 25 (29) years.

Bereavement Leave: One day's paid leave (new) granted to attend funeral upon death of grandparent or grandchild.

Welfare: Life Insurance and Weekly Indemnity Plan - Employer pays 60% (50%) of the premiums for these plans.

Life Insurance - \$8,000 (\$5,000).

Weekly Indemnity Plan - Benefits increase to \$100 (\$75) per week, payable, as previously, on a 1-8-26 basis.

TRANSPORTATION

Toronto Transit Commission at Toronto - Division 113, Amalgamated Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1974 to June 30, 1976, covering 5,750 employees, settled at the arbitration stage.

Wages:	Effective	<u>July 1/74</u>	<u>Mar. 1/75</u>
General Increases		16%	5%
Employees hired prior to August 12, 1972:			
Janitor (Wage Group 1)		\$4.69-\$4.98 (\$4.04-\$4.29)	\$4.92-\$5.23
General Machinist- Mechanic (Wage Group 10)			
		\$6.29-\$6.61 (\$5.42-\$5.70)	\$6.60-\$6.94
Employees hired after August 12, 1972:			
Janitor (Wage Group 1)		\$4.42-\$4.92 (\$3.81-\$4.24)	\$4.64-\$5.17
General Machinist- Mechanic (Wage Group 10)		\$5.93-\$6.61 (\$5.11-\$5.70)	\$6.23-\$6.94
Effective		<u>Nov. 1/75</u>	
General Increases		8%	
Employees hired prior to August 12, 1972:			
Janitor (Wage Group 1)		\$5.31-\$5.65	
General Machinist- Mechanic (Wage Group 10)		\$7.13-\$7.50	
Employees hired after August 12, 1972:			
Janitor (Wage Group 1)		\$5.01-\$5.58	
General Machinist- Mechanic (Wage Group 10)		\$6.73-\$7.50	

Cost of Living Allowance(new): 1¢ per hour for each 0.4 point change from a base of 195 in the Consumer Price Index for Toronto.

Wage Rate Progression:	Operators reach maximum rate after 1(2) year.
Probationary Period:	10 months (1 year).
Overtime Pay:	Time and one-half after 8(8½) hours per day.
Shift Premium:	0¢-22¢-22¢(0¢-18¢-18¢) for hourly rated non-uniformed employees.
Pay for Sunday Work:	Time and one-half (time and one-quarter) for maintenance employees.
Split Shifts:	Maximum spread of 12½(13) hours, with time and one-half after 10½ hours (unchanged), double time after 12 hours (new). Maximum spread of 12 hours on Saturdays, Sundays and holidays.
Paid Vacation:	3 weeks after 5(7) years of service, 4 weeks after 12(15), 5 weeks after 22(25), 6 weeks (new) after 30 years.
Health and Welfare:	<u>Life Insurance and A. D. & D. -</u> 2 years' service \$11,000(\$6,000) 3 years \$12,000(\$7,000) 4 years \$13,000(\$8,000) 5 years \$14,000(\$9,000) 6 years and over \$15,000(\$10,000).
	<u>Weekly Indemnity</u> - Effective Sept. 4, 1974, 70% of base rate (previously \$23.80 per day). Effective July 1, 1975, 75% of base rate.
Pension Plan:	Employees who retired before Jan. 1, 1965 and whose revised pension is between \$140 and \$200 per month will receive a supplement of \$1 per month per year of service to a maximum pension of \$200 per month.
	<u>Disability Pension</u> - Monthly minimum raised to \$400. Monthly minimum no longer terminated at age 70, but is reduced by amount of Old Age Security benefit.
Training Pay:	50¢(30¢) per hour when training new employee.
Training on Off-Days(new):	Time and one-half paid when taking training on regular day off.
Accident & Incident Reports:	50¢(30¢) when report is not made out on Commission's time. \$1(75¢) when report includes names and addresses of two genuine witnesses.
Shortage Allowance:	\$100(\$50) per year for Grey Coach Line clerks.
Inclement Weather Allowance:	Employees of the Way and Building Division of the Plant Department receive a guarantee of 8(7) hours per day and 4(3½) hours per half-day.

Meal Allowance: \$2(\$1.80) per meal in excess of one meal on regular route and charter service meals. On "48 hour" charters, the evening meal allowance is \$4.

Tool Allowance: \$50(\$25) per year.

Safety Shoes: \$12(\$8) per year allowance.

Exact Fare System: The Commission must introduce the exact fare system before Oct. 1, 1975.

Bereavement Leave: 2(1) days in the event of death of brother, sister, mother-in-law, or father-in-law.

INSURANCE AND REAL ESTATE

Ontario Housing Corporation at Toronto - Local 767, Canadian Union of Public Employees (CLC) (maintenance employees): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 670 employees, settled at the arbitration stage.

Wages:	Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>
	General Increases	14%	6% not compounded
	Labourer	\$5.28 (\$4.63)	\$5.56
	Shift Engineer 3rd Class	\$6.36 (\$5.58)	\$6.69
Probationary Period:	4(6) months.		
Shift Premium:	24¢(22¢) per hour to on-site Caretakers, working between 4:30 p.m. and 1:00 a.m.(4:30 p.m. and 2:00 a.m.)		
Sunday Premium:	25¢ per hour for regular Sunday shift work.		
Paid Holidays:	Remembrance Day guaranteed, for a total of 11 (previously not a paid holiday if falling on a Saturday or Sunday.)		
Health and Welfare:	<u>Sick Leave</u> - Unlimited accumulation (previously to maximum of 240 days).		
Bereavement Leave:	Brother and sister, in-laws, nieces, nephews, grandchildren and grandparents are added for up to 3 days' paid leave.		

EDUCATION AND RELATED SERVICES

Simcoe County Board of Education at Barrie - Local 1310, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 340 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>June 30/75</u>
	General Increases	43¢ on maximum rates	50¢
	Additional Adjustments	Wage progression scale adjusted	
	Cleaner	\$2.47 - \$2.92 (\$2.23 - \$2.49)	\$2.97 - \$3.42
	Custodian	\$3.55 - \$4.00 (\$3.09 - \$3.57)	\$4.05 - \$4.50
	Electrician	\$4.62 - \$5.07 (\$4.24 - \$4.64)	\$5.12 - \$5.57

Probationary period is 3 calendar months. Maximum rates for Cleaner and Custodian reached after one 3-month, one 9-month and one annual increase (previously after 3 annual increases for cleaner and two 6-month and 2 annual increases for Custodian). Maximum rates for Electrician reached after one 3-month and one 9-month increase (previously after 3 annual increases).

Shift Premiums: Effective Apr. 1, 1975, 0 - 10¢ - 10¢ (new).

Call-Back Pay: Minimum of 2 hours at overtime rates (previously minimum of 3 hours at straight time rates).

Allowance for Engineer's Certificate: 15¢ per hour for possessing certificate, if required (previously \$300 per year).

Responsibility Allowance: 25¢ per hour for a Chief Custodian, an area Custodian, a lead hand Custodian or a Custodian responsible for a school with more than 10 rooms (previously \$200 per year).

Special Allowance: \$5.00 (\$4.00) per check for Custodian for attendance on heating plant and school check on weekends and holidays and \$6.00 (\$4.00) in fully composite high schools.

Overtime Pay: Time and one-half for all work performed on a Saturday (previously only if over 40 hours per week).

Paid Vacations: 4 weeks after 14 (15) years.

2 weeks vacation for Bus Drivers after 10 (12) continuous months of service, 3 weeks after 50 (60) months and 4 weeks after 140 (180) months.

Sick Leave: Maximum accumulation for sick leave credits is 260 (200) days.

Welfare: Life Insurance - Employer pays 50% of the premiums for life insurance (previously contributed 13½¢ per \$1,000 of life insurance up to a maximum of \$5,000).

Mileage Allowance: 16¢ per mile for employees required to use their cars on Board business, and 20¢ per mile for heavy hauling (previously 15¢ per mile for the first 5,000 miles per year, 8¢ per mile for normal use and 12¢ per mile for heavy hauling for the second 5,000 miles per year, and 6¢ per mile for normal use and 7¢ per mile for heavy hauling for all miles which exceed 10,000 miles per year).

Special Trip Allowance: A bus driver making a trip other than a regularly scheduled trip shall be paid at the rate of one-half his regular rate (same), plus 10¢ per mile for all miles driven on round trip (previously 10¢ per mile up to 50 miles and 8¢ per mile for all miles which exceed 50 miles).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (engineering and land survey group):
A 24-month renewal agreement effective from Sept. 23, 1974 to Sept. 19, 1976, covering 2,005 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Sept. 23/74</u>	<u>Sept. 22/75</u>
Increases		10% - 11%	9%
EN-ENG.1		\$9,790-\$12,790 (\$8,900-\$11,600)	\$10,671-\$13,911
EN-ENG.6		\$25,047-\$28,386 (\$22,464-\$25,458)	\$27,301-\$30,941
EN-SUR.1		\$9,790-\$15,321 (\$8,900-\$13,865)	\$10,671-\$16,700
EN-SUR.5		\$22,640-\$25,651 (\$20,305-\$23,005)	\$24,678-\$27,960

Effective Sept. 22, 1975, when an employee is removed from a holding scale of rates by an amount which is less than 4.5% (3.125%), he will be paid a lump sum equal to the difference between this percentage and the increase in the rate.
Effective Sept. 19, 1976, an employee in a holding scale rate will be paid, in a lump sum, an amount equal to 4.5% (3.125%) of the rate he was receiving on Sept. 22, 1975.

Other provisions were unchanged.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (scientific research group): A 24-month renewal agreement effective from July 1, 1974 to June 27, 1976, covering 1,990 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/74</u>	<u>June 30/75</u>
	Increases	2.4%-15%	0%-9%
	Research Scientist 1	\$12,980-\$18,210 (\$12,679-\$16,555)	\$12,980-\$19,850
	Research Scientist 4	\$29,160-\$37,200 (\$26,510-\$31,860)	\$31,780-\$40,550
	Research Manager 1	\$19,210-\$28,810 (\$16,248-\$25,168)	\$20,940-\$31,400
	Research Manager 2	\$25,660-\$33,360 (\$23,334-\$30,327)	\$27,970-\$36,370

Field Survey Allowance: An employee will receive \$150(\$55-\$110) provided he completes a minimum of 30(60) calendar days on field survey work.

There were no significant changes in other provisions.

LOCAL ADMINISTRATION

Hamilton City Corporation - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12-month renewal agreement effective from Feb. 1, 1975 to Jan. 31, 1976, covering 350 employees, settled at the bargaining stage. (Previous agreement expired Jan. 31, 1975).

Wages: Lump sum payment of \$200 for all present employees who were employed on Sept. 1, 1974, pro-rated for the period from Sept. 1, 1974 to Jan. 31, 1975.

Effective	<u>Feb. 1/75</u>
General Increases	15.4%
Additional Adjustments	Some classification adjustments
Clerk Typist 3	\$132.83 - \$143.58 (\$118.20 - \$129.27)
Accountant 3	\$248.96 - \$292.08 (\$215.74 - \$253.10)

Probationary period is 60 working days (previously 60 calendar days). Annual increases granted on merit. Maximum rate for Clerk Typist 3 may be reached after 2 years and for Accountant 3 after 4 years.

Shift Premiums: 0 - 21¢ - 21¢ (0 - 17¢ - 19¢).

Call-Back Pay: Minimum of 4 (3) hours of work.

Hours of Work: Hours of work reduced to 35(36-1/4) hours per week for employees working an office hour schedule and to 38-3/4 (40) hours per week for all other employees.

Overtime Pay: Double time (new) or lieu time at the rate of double time after 4 hours of overtime and for all overtime work performed on a Sunday.

Paid Vacations: Effective in 1976, 4 weeks after 14(15) years.

Bereavement Leave: Foster or adopted parents and common-law spouse included in up to 3 days' paid leave.

Welfare: Life Insurance - Benefits increase to one and one-half times annual salary (previously equal to annual salary) to nearest \$1,000 of earnings.

Mileage Allowance: 18¢ (15¢) per mile.

Supper Allowance: \$2.50 (\$2.00).

Special Allowance: \$2.99 (\$1.50) per day for employees working in underground tunnel projects.

Hamilton - Wentworth Regional Municipality - Local 167, Canadian Union of Public Employees (CLC) (inside employees): A 12 - month first agreement effective from Feb. 1, 1975 to Jan. 31, 1976, covering 200 employees, settled at the bargaining stage.

Wages: Lump sum payment of \$200 for all present employees who were employed on Sept. 1, 1974, pro-rated for the period from Sept. 1, 1974 to Jan. 31, 1975.

Effective Feb. 1/75

General Increases 15.4%

<u>Effective</u>	<u>Feb. 1/75</u>
Clerk Typist 3	\$132.83 - \$143.58 (\$118.20 - \$129.27)
Accountant 3	\$248.96 - \$292.08 (\$215.74 - \$253.10)

Probationary period is 60 working days (previously 60 calendar days). Annual increases granted on merit. Maximum rate for Clerk Typist 3 may be reached after 2 years and for Accountant 3 after 4 years.

Other Contract Changes: The same as for Hamilton City Corporation reported on page 24.

Kingston City Corporation (includes Rideaucrest Home for the Aged) - Local 141, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 244 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages: Lump sum catch up payment of \$325 for all employees on payroll as of Nov. 6, 1974 except Nursing and Support Personnel, pro-rated for new employees.

<u>Effective</u>	<u>Jan. 1/75</u>	<u>Sept. 1/75</u>
General Increases	40¢ for Nursing and Support Personnel: 14% for all other employees	44¢ for Nursing and Support Personnel
Group R-1-01 (includes Maid)	\$3.07 - \$3.36 (\$2.51 - \$2.78) reduction in hours of work	\$3.51 - \$3.80
Group 3.03 (includes Typist 1)	\$6,806 - \$7,983 (\$5,970 - \$7,003)	\$6,806 - \$7,983
Group R-5-04 (includes Registered Nursing Assistant)	\$3.72 - \$4.37 (\$3.12 - \$3.72) reduction in hours of work	\$4.16 - \$4.81

<u>Effective</u>	<u>Jan. 1/75</u>	<u>Sept. 1/75</u>
Group 9-5 (includes Maintenance Mechanic)	\$8,730 - \$10,498 (\$7,658 - \$ 9,209)	\$8,730 - \$10,498
Group 13-9 (includes Planner)	\$12,671 - \$15,193 (\$11,115 - \$13,327)	\$12,671 - \$15,193

Probationary period is 3 months. Maximum rates for Maid reached after two 6-month increases, for Typist 1 and Registered Nursing Assistant after four 6-month increases, for Maintenance Mechanic after two 6-month and 2 annual increases and for Planner after 4 annual increases.

- Hours of Work: Hours of work reduced to an average of 37½(40) hours per week for nursing and support personnel.
- Call-Back Pay: Minimum of 2 hours' pay (new) at appropriate premium rate for employee called in for overtime work.
- Bereavement Leave: Sister-in-law, brother-in-law and grandchild included in up to 3 days' paid leave to attend funeral.
- Sick Leave: Upon termination of employment due to retirement or permanent disability employees with 5 years' service or more receive payment of 50% of sick leave credits up to a maximum of 180 days (previously up to a maximum of 30 days for employees with 5 years' service, 60 days with 10 years' service and 180 days with 15 years' service or more).
- Welfare: Life Insurance - Employer pays 100%(80%) of the premiums for life insurance.
- Extended Health Care Plan (includes Drugs) - Employer pays 100% of the premiums for a new extended health care plan, with deductibles of \$25 per person and \$50 per family.
- Pension Plan: Effective Jan. 1, 1975, employer pays 100% of the premiums for a new supplementary pension plan, which will increase the basic pension plan for service prior to Dec. 31, 1974.
- Safety Shoe Allowance: Employer pays \$20 per year (new) towards the cost of safety shoes.

London City Board of Commissioners of Police - The London Police Association (Ind.): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 311 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	General Increases	13½%	12%
	Third Class Constable	\$13,081 (\$11,525)	\$14,651
	First Class Constable	\$15,210 (\$13,401)	\$17,035
	First Class Inspector	\$20,982 (\$18,486)	\$23,500
Cost-of-Living Allowance:	Effective Mar. 1, 1976, cost-of-living bonus of an amount equal to 1/12th of \$1,800 for each 1% by which the average Consumer Price Index (1961=100) for 1975 rises above the average CPI for 1974, after an initial % increase of 12%.		
Hours of Work:	4 extra hours of pay for employees transferred to night or afternoon shifts for transfers of 1 week's duration.		
Paid Vacations:	3 weeks after 4(5) years, 4 weeks after 12(13) years and 5 weeks after 21(22) years. Effective Jan. 1, 1976, 4 weeks after 11 years and 5 weeks after 20 years. One extra week is added after 25 years for that year only.		
Welfare:	<u>Life Insurance</u> - Employer pays 55% of premiums for a plan providing benefits of \$50,000, or \$100,000 for accidental death on the job (previously employer paid 100% of premiums for a plan providing benefits of \$30,000). Effective Jan. 1, 1976, employer pays 66 2/3% of premiums. <u>Dental Plan</u> - Effective Mar. 1, 1975, employer pays 55% of premiums for Blue Cross Plan #9 (previously employer paid 50% of premiums for Blue Cross Plan #7). Effective Jan. 1, 1976, employer pays 66 2/3% of premiums.		
Pension Plan:	Effective Jan. 1, 1976, OMERS Type 1 and 3 (previously Type 2) with a 2% benefit. Member to contribute 9½%.		
Education Allowance:	\$15 (\$11) per week for each week in attendance at Ontario Police College or any other course of instruction.		
Meal Allowance:	\$3.00 (\$2.50) after 3 hours overtime.		
Clothing Allowance:	\$425 (\$360) per year. Effective Jan. 1, 1976, \$450.		
Cleaning Allowance:	\$6.50 (\$5.00) per month.		

Court Attendance Pay: 8 hours for first attendance and 4 hours for each additional attendance on day off (previously 4 hours for each of morning, afternoon and evening attendance on day off).

Peel Regional Board of Commissioners of Police - Police Assn. (Ind.): A 12 - month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 460 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>
	General Increases	16.5%
	Constable - 4th Class	\$10,669.00 (\$9,158.24)
	Constable - 1st Class	\$15,611.00 (\$13,400.34)
	Inspector	\$21,325.00 (\$18,304.33)
Service Pay:	\$6.00 per month after 5 years of continuous service (same), and \$6.00 (\$4.00) per month for each additional 5 years of continuous service thereafter.	
Bereavement Leave:	5 (3) days' paid leave granted to attend or make arrangements for funeral upon death of father, mother, spouse, child, brother or sister.	
Allowance for Attending Police College:	\$25 (\$20) per week for members attending the Ontario Police College.	
Plain Clothes Allowance:	\$425 (\$375) per year, pro-rated if such duties are performed for at least 30 days within a 12 - month period.	
Pension Plan:	Pension benefits shall be provided and paid for by the Board in accordance with the O.M.E.R.S. supplemental plan types 2 and 3, updated to Dec. 31, 1973 at a 2% level, with costing reduced at retirement by .7% (previously partially basic and partially type 2 at 1.5%).	

CONSTRUCTION

Toronto Residential Concrete Forming Contractors - Local 183, Labourers (AFL - CIO/CLC): A 31-month first agreement effective from Sept. 23, 1974 to Apr. 30, 1977, covering 1,200 employees, settled at the bargaining stage, and ratified in Sept. 1974.

Wages:	Effective	<u>Sept. 23/74</u>	<u>Apr. 1/75</u>	<u>Nov. 1/75</u>
	Increases	Varied	40¢	25¢
	Labourer	\$6.00 (\$4.75)	\$6.40	\$6.65
	Effective	<u>Apr. 1/76</u>	<u>Nov. 1/76</u>	<u>Feb. 1/77</u>
	Increases	50¢ - \$1.15	40¢ - 50¢	30¢ - 35¢
	Labourer	\$7.15	\$7.65	\$8.00

Vacation Pay: Vacation pay of 6% (4%). Effective Jan. 1, 1975, 7%. Effective Jan. 1, 1976, 8%. Effective Jan. 1, 1977, 9%.

Welfare: Effective Nov. 4, 1974, employer contributes 10¢ per hour (new). Effective Apr. 1, 1975, employer contributes 25¢ per hour (Includes: welfare 10¢ and dental plan 15¢).

Pension Plan: Effective Oct. 1, 1976, employer contributes 10¢ per hour (new).

ADDENDUM

This addendum consists of one settlement ratified in September and four in December, 1974.

FOOD AND BEVERAGE

Walker, Hiram & Sons Ltd. at Walkerville - Local 1, Canadian Union of Distillery Workers (Ind.): A 48-month renewal agreement effective from Jan. 1, 1974 to Dec. 31, 1977, covering 800 employees, settled after a work stoppage. (Details on the wage rates were reported in the December 1974 issue).

Cost of Living Allowance: Effective Jan. 1974, 1¢ per hour for every .4 point rise in the Consumer Price Index (as in previous agreement). Effective Apr. 1975, 1¢ per hour for each .35 point rise in the Consumer Price Index.

The cost-of-living allowance will be based on the Consumer Price Index which was 156.4 as of Jan. 1974.

Shift Premiums: 0-19¢-30¢(0-17¢-28¢).

Paid Holidays: Effective Jan. 1, 1977, Remembrance Day added for a total of 13.

Paid Vacation: Effective Jan. 1, 1975, 2(1) weeks after 1 year's service, 3 weeks after 5(7) years. Also 4 weeks after 12 years and 5 weeks after 20 years (unchanged).

An employee will receive 2% of his gross earnings for any accrued vacation owing him upon retirement, death, discharge or resignation (new).

Christmas Shutdown: From Dec. 23, 1974 to Jan. 1, 1975, Dec. 24, 1975 to Jan. 2, 1976, Dec. 24, 1976 to Dec. 31, 1976 and Dec. 26, 1977 to Dec. 30, 1977. Unworked Christmas shutdown pay will be reduced by any Workmen's Compensation benefit, Weekly Indemnity benefit or any other pay (new).

Health and Welfare: Life Insurance - Effective Jan. 1, 1975 the company will continue to pay the cost of the graduated life insurance coverage, up to a maximum of \$21,000(\$5,000). Effective Jan. 1, 1974 life insurance for future retirees \$2,000(\$1,500).

Weekly Indemnity - Effective Jan. 1, 1975, \$125-\$191(\$81-\$141) per week, according to earnings.

Hospital-Medical - Effective Dec. 31, 1977, the company will pay the full cost of O.H.I.P. to employees who retire prior to age 65 and their spouses until such time as they reach age 65 or such earlier age based on the Government of Ontario O.H.I.P. retiree premium payments (new).

Dental Plan (new) - Effective Jan. 1, 1975, the company will reimburse the employee 100% of the charges for dental services incurred by himself, spouse and eligible children, excluding the portion in excess of the 1974 O.D.A. schedule of fees and the 1976 O.D.A. schedule of fees.

Pension Plan: Basic Benefit - Jan. 1, 1974, \$9.50(\$7.50) per month per year of service; Jan. 1, 1977, \$10; Jan. 1, 1979, \$11.

Supplementary Benefit - After age 65 to maximum of 25 years: Jan. 1, 1974, \$8.00(\$7.50) per month per year of service; Jan. 1, 1977, \$8.30; Jan. 1, 1979, \$9.60.

Prior to age 65 to maximum of 25 years or age 55 or older with 30 years service: Jan. 1, 1974, \$9.50(\$7.50) per month per year of service; Jan. 1, 1977, \$10; Jan. 1, 1979, \$11.

Special Allowance for Early Retirement - Prior to ages 65 and 55(58) or older with 30 years service: Jan. 1, 1974, \$625 (\$450) per month; Jan. 1, 1977, \$650; Jan. 1, 1979, \$700.

Present Retirees - Effective Jan. 1, 1975 and Jan. 1, 1977 for employees who retired prior to Jan. 1, 1974, benefits are increased by \$1 per month per year of credited service.

Meal Allowance: Effective Jan. 1, 1975, \$3.50(\$2.50).

METAL FABRICATING

Supreme Aluminum Industries Limited at Scarborough and Pickering - Employee Council Representatives of Supreme Aluminum Industries Limited (Ind.): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 335 employees, settled at the bargaining stage and ratified in Dec. 1974. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	Jan. 1/75
General Increases		5%
Cost-of-Living Fold-in		\$10.80 per week cost-of-living allowance was folded into wage rates
Wrapper and Packer		\$128.16 - \$134.28 (\$111.24 - \$117.09)
Tool and Die Maker		\$181.00 - \$202.68 (\$161.58 - \$182.23)
Probationary period is 3 months. Maximum rates reached on merit. All plant employees are now on a salary.		
Cost-of-Living Allowance:	1¢ per hour per 0.6 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly (no change).	
Paid Vacations:	3 weeks after 7(8) years, 4 weeks after 13(15) years and 5 weeks after 20(25) years.	
Leave of Absence:	Up to 4 (2) days' leave granted for legitimate reasons, with no restriction on the number of occurrences.	
Safety Shoe Allowance:	Employer pays 50% (25%) of the cost of safety shoes, as required.	
Safety Prescription Glasses:	Employer pays 50% (25%) of the cost of safety prescription glasses, as required.	

TRANSPORTATION EQUIPMENT

Bendix Home Systems Ltd. at Hensall - Local 3054, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1976, covering 287 employees, settled after a strike and ratified in Dec. 1974. (Previous agreement expired Oct. 31, 1974).

Wages:	Effective	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
	General Increases	75¢ on job rate	55¢
	Additional Adjustments	Rate for Welder is 25¢ (20¢) more than the rate for produc- tion worker	
	Production Worker	\$3.63 - \$4.13 (\$3.08 - \$3.38)	\$4.18 - \$4.68
	Welder	\$3.88 - \$4.38 (\$3.28 - \$3.58)	\$4.43 - \$4.93

Probationary period is 30 working days. Maximum rates reached after 30(60) working days.

Lead Hand Premium: 35¢(25¢) per hour.

Cost-of-Living Allowance: Effective July 1975, new cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100) commencing with the average of the Indexes for July, Aug. and Sept. 1975 as compared with the June 1975 Index, to be adjusted quarterly, up to a maximum of 15¢ over the term of the agreement.

Hours of Work: Hours of work reduced to 40(41) hours per week.

Paid Holidays: Effective Nov. 1, 1975, one floating day is added for a total of 11(10).

Paid Vacations: Effective Nov. 1, 1975, 3 weeks with vacation pay of 6% after 5(8) years, and 3 weeks with vacation pay of 8% (new) after 10 years.

Welfare: Life Insurance and A.D.&D. - Effective Nov. 1, 1975, \$5,000 (\$4,000).

Weekly Indemnity Plan - Effective Nov. 1, 1975, benefits increase to \$80(\$60) per week, payable, as previously, on a 1-8-13 basis.

Major Medical Plan - Effective Nov. 1, 1975, employer pays 100% of the premiums for a new major medical plan, with deductibles of \$10 per person and \$20 per family.

OHIP - Employer pays 100% of the premiums for OHIP (previously \$9 per month per person and \$17 per month per family).

EDUCATION AND RELATED SERVICES

The Frontenac County Board of Education at Kingston - Local 1480, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 250 employees, settled at the conciliation officer stage and ratified in Dec. 1974. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Sept. 1/75</u>
	Increases	44¢ - 82¢	20¢
	Assistant Caretaker	\$3.28 (\$2.76)	\$3.48
	Caretaker	\$3.78 - \$4.25 (\$2.96 - \$3.72)	\$3.98 - \$4.45
	Carpenter	\$4.52 - \$4.92 (\$3.94 - \$4.31)	\$4.72 - \$5.12
	Head Caretaker IV	\$4.74 (\$4.18)	\$4.94

Probationary period is 3 months. Maximum rates for Caretaker reached after 12(18) months, and for Carpenter after 6 months.

Shift Premiums: 0 - 14¢ - 14¢ (0 - 12¢ - 12¢).

Paid Vacations: 3 weeks after 4(5) years and 5 weeks after 23(25) years.

Welfare: OHIP, Extended Health Care Plan and Semi-private Hospitalization - Employer pays 75% (66 2/3%) of the premiums for these plans.

Mileage Allowance: 15¢(13¢) per mile for employee required to use own car to drive to a designated place of employment other than the base.

19¢(17¢) per mile for employee required to use own car to carry employer's materials.

CONSTRUCTION

Toronto Form Work Association - Local 183, Labourers (AFL - CIO/CLC); A 30-month renewal agreement effective from Nov. 1, 1974 to Apr. 30, 1977, covering 2,800 employees, settled at the bargaining stage and ratified in Sept. 1974. (Previous agreement expired Nov. 1, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 1/74</u>	<u>Apr. 1/75</u>	<u>Nov. 1/75</u>
	Increases	30¢	50¢ for Form Helper; 60¢ for Form Builder-Setter and Reinforced Concrete Worker	40¢ for Form Helper; 50¢ for Form Builder-Setter and Reinforced Concrete Worker
	Reinforced Concrete Worker	\$7.20 (\$6.90)	\$7.80	\$8.30
	Form Builder- Setter	\$7.80 (\$7.50)	\$8.40	\$8.90
	<u>Effective</u>	<u>Apr. 1/76</u>	<u>Nov. 1/76</u>	<u>Feb. 1/77</u>
	Increases	40¢ for Form Helper; 50¢ for Form Builder- Setter and Reinforced Concrete Worker	30¢ for Form Helper; 40¢ for Form Builder-Setter and Reinforced Concrete Worker	30¢ for Form Helper and Reinforced Concrete Worker; 20¢ for Form Builder-Setter
	Reinforced Concrete Worker	\$8.80	\$9.20	\$9.50
	Form Builder- Setter	\$9.40	\$9.80	\$10.00
<u>Vacation Pay:</u>	Vacation pay of 7% (6%). Effective July 1, 1975, 8%. Effective Apr. 1, 1976, 9%.			
<u>Welfare:</u>	Employer contributes 10¢ per hour (new). Effective Apr. 1, 1975, employer contributes 25¢ per hour (Includes; welfare 10¢ and dental plan 15¢).			
<u>Pension Plan:</u>	Effective Apr. 1, 1976, employer contributes 10¢ per hour (new).			

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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING FEBRUARY 1975



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 28 collectively bargained settlements in Ontario's industries in February 1975. It also includes an addendum of one settlement which was received too late to be reported in the month in which it was ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

March 26, 1975

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LOGGING

Dryden Paper Company Limited - Lumber and Sawmill Workers' Union, Local 2693
of the United Brotherhood of Carpenters and Joiners of
America (AFL-CIO/CLC): A 24-month renewal agreement
effective from October 1, 1974 to September 30, 1976,
covering 250 employees, settled at the mediation stage.
(Previous agreement expired September 30, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>October 1/74</u>	<u>January 1/75</u>
	Increases	12% for incentive workers; 90¢ per hour for non-incentive workers	3% for incentive workers; 20¢ per hour for non-incentive workers
	Additional Adjustments	Some new classifications added	
	Labourer, General	\$5.06 (\$4.16)	\$5.26
	Crane Operator with Certificate	\$6.12 (\$5.22)	\$6.32
	<u>Effective</u>	<u>October 1/75</u>	
	Increases	9% for incentive workers; 65¢ per hour for non-incentive workers	
	Labourer, General	\$5.91	
	Crane Operator with Certificate	\$6.97	
Cost-of-Living Allowance:	Effectively May, 1, 1975, new cost-of-living provision of 1¢ per hour per 0.35 change in the Consumer Price Index (1961=100), commencing with the comparison of the Mar. 1975 and Dec. 1974 Indexes, to be adjusted quarterly.		
Shift Premiums:	0 - 22¢ - 25¢ (0 - 14¢ - 19¢).		
Overtime Pay:	Double time (previously time and one-half) after 8 hours on Sunday or on a holiday.		
Call Back Pay:	Minimum of 4(3) hours at straight time rates.		
Paid Holidays:	Effectively Jan. 1, 1975, one additional floating day is added, for employees who have accumulated 120 days seniority, for a total of 12 (11).		

Paid Vacations: 2 weeks with vacation pay of 4% for employees with 0-1,000 (200 - 1,600) days of service
3 weeks at 6% 1,000 - 3,000 (1,600 - 3,000)
4 weeks at 8% 3,000 - 5,000 (unchanged)
5 weeks at 10% 5,000 - 5,400 (5,000 and over)
6 weeks at 12% 5,400 and over (new)

Effective Oct. 1, 1975,
3 weeks at 6% 1,000 - 2,800
4 weeks at 8% 2,800 - 5,000

Supplementary Vacation with Pay - Employees who have worked more than 5,000 days receive the following additional vacation in the calendar year in which they attain:

Age 60	1 week at 2% (same)
Age 61	2 weeks at 4% (same)
Age 62	3 weeks at 6% (same)
Age 63	4 (3) weeks at 8% (6%)
Age 64	5 (3) weeks at 10% (6%)

Bereavement Leave: Grandparents included in up to 3 days' paid leave to attend funeral. Step-relatives will be considered the same as blood relatives in the definition of "immediate family".

Welfare: Life Insurance - \$15,000 (\$10,000).

Weekly Indemnity Plan - Benefits of 70% of weekly earnings up to a maximum of \$170 (\$120) per week, payable, as previously, on a 1-3-52 basis.

Dental Plan - Effective Feb. 1, 1975, employer pays 100% of the premiums for a new dental plan to provide for 100% of the cost of basic services and 50% of the cost of certain other services, up to a maximum of \$1,000 per individual per year.

Fire and Theft Insurance: Employer will provide fire and theft insurance up to a maximum of \$800 (\$500) to cover personal belongings, power saws and tools.

Power Saw Allowance: Effective Jan. 1, 1975, employer will provide oil and gas used in power saws (previously paid 40¢ per day towards cost). Employer will pay \$5.50 (\$4.50) per 8 hour shift to a day worker using his power saw at the Company's request when falling and limbing, and \$6.50 (\$5.50) per 8 hour shift when bucking at a landing on a skidding operation.

Safety Gloves: Required safety gloves to be sold by the company at \$3.00 below the company cost price for employees who handle cable.

Travel Allowance: \$4.00 (\$3.00) per day for non-resident commuters in lieu of board in camp.

Mileage Allowance: 16¢ per mile (new) for employees who elect to use their own cars instead of company transportation when transferred from camp to camp.

FOOD AND BEVERAGE

Dominion Dairies Limited at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 400 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	General Increases	\$30 per week	\$25 per week
	Additional Adjustments	Upgrading of some classifications	
	General Labour	\$210 (\$180)	\$235
	Electrician	\$238.50 (\$208.50)	\$263.50
	Wholesale Drivers (Ice Cream)	\$240 (\$210)	\$265
Cost-of-Living Allowance:	Effective Jan. 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100), commencing with the comparison of the Mar. 1975 and Dec. 1974 Indexes, to be adjusted quarterly, up to a maximum of 25¢ over the term of the agreement.		
Shift Premiums:	22-1/2 (20¢) per hour for shifts commencing between 11:00 a.m. and 5 a.m. Effective Jan. 1, 1976, 25¢ per hour.		
Hours of Work:	Summer hours of work are reduced to 40(44) hours per week for ice cream drivers.		
Overtime Pay:	Double time for first 8 hours worked on Sunday and double time and one-half after 8 hours (previously double time for all hours worked on Sunday). Time and one-half after 9 hours per day at any time of year for ice cream drivers (previously after 9 hours per day or 40 hours per week during the winter period and after 10 hours per day or specified weekly hours during the summer period).		
	Employees on personal wage guarantees receive overtime pay of the greater of one and one-half times the flat rate, or 1/40th of wage guarantee plus \$1.00 per hour (previously received no less than 1/40th of wage guarantee).		
Pay for Work on a Paid Holiday:	Double time after 8 hours worked on a paid holiday (previously time and one-half for all hours worked on a paid holiday in addition to regular holiday pay).		

Paid Holidays: One day, to be taken during the week in which employee's birthday falls, is added for a total of 10(9).

Paid Vacations: 3 weeks after 5(6) years and 4 weeks after 14(15) years.

Bereavement Leave: Daughter-in-law and son-in-law included in up to 3 days' paid leave.

Welfare: Life Insurance and A.D.&D. - \$5,000 for Life Insurance and A.D. & D. (previously \$4,000 for Life Insurance only).

Weekly Indemnity Plan - Benefits of 66-2/3% of weekly earnings up to a maximum of \$123 per week, or U.I.C. level (previously flat amount of \$70 per week), payable on a 1-4-39(26) basis.

Dental Plan - Effective July 1, 1975, employer pays 100% of the premiums for a new basic dental plan.

Pension Plan: Effective July 1, 1975, employer pays \$5.50 (\$4.00) per member of the pension plan per week towards pension plan. Effective July 1, 1976, employer pays \$6.50 per member per week.

Tool Allowance: Employer pays \$85(\$50) per year, for qualified electricians, mechanics and building maintenance employees. Effective in 1976, employer pays \$90 per year.

Cleaning Allowance: Employer contributes \$1.00(50¢) per week towards the cost of cleaning drivers' uniforms.

Meal Allowance: \$1.50(new) after 2 hours' overtime and \$3.00(new) after 4 hours' overtime.

Temporary Employees: Vacation relief and temporary employees receive 33¢ per hour less than the job rate for all hours worked.

Demster's Bread-Division of Corporate Foods Limited at Toronto - Local 647, Teamsters (Ind.): A 24-month renewal agreement effective from January 1, 1975 to December 31, 1976, covering 350 employees, settled at the mediation stage. (Previous agreement expired December 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
General Increases		70¢	70¢

Effective	<u>Jan. 1/75</u>	<u>Jan. 1/75</u>
Cost-of-Living Increase	10¢	10¢
Feeder-Packer	\$4.61 (\$3.81)	\$5.41
Electrician	\$6.35 (\$5.55)	\$7.15
Probationary period is 35 working days. Employees will be paid 30¢ below the job rate during the probationary period.		
Shift Premiums:	20¢ per hour for hours worked between 6:00 p.m. and 6:00 a.m. Effective January 1, 1976, 22¢ per hour.	
Paid Holidays:	Employee's birthday is added for a total of 10(9).	
Paid Vacations	3 weeks after 5(6) years, 4 weeks after 15(16) years and 5 weeks (New) after 23 years.	
Bereavement Leave:	One day's paid leave (new) granted to attend funeral upon death of brother-in-law or sister-in-law.	
Sick Leave:	Employees receiving weekly indemnity benefits for illness in excess of 2 consecutive weeks will have the first, second and third day of illness paid at their regular rate of pay, up to a maximum of 5 days per year (new).	
Weekly:	<u>Life Insurance and A. D. & D.</u> - \$6,000 (\$5,000). Effective Jan. 1, 1976, \$7,000.	
	<u>Weekly Indemnity Plan</u> - Effective Mar. 1, 1975, benefits increase to \$105 (\$90) per week, payable, as previously, on a 1-4-26 basis. Effective Jan. 1, 1976, \$110 per week.	
	<u>Dental Plan</u> - Effective Mar. 1, 1975, employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7.	

Weston Bakeries Limited at Toronto - Local 647, Teamsters (AFL-CIO/CLC): A 24-month renewal agreement effective from January 1, 1975 to December 31, 1976, covering 273 employees, settled at the mediation stage. (Previous agreement expired December 31, 1974).

Wages:	Effective	<u>Jan. 2/75</u>	<u>Jan. 1/76</u>
	General Increases	70¢	70¢
	General Help	\$5.10 (\$4.40)	\$5.80
	Maintenance Mechanic	\$6.20 (\$5.50)	\$6.90
Cost-of-Living Allowance:	New cost-of-living allowance of 10¢ as of January 2, 1975 and 10¢ as of January 1, 1976.		
Shift Premium:	20¢ (18¢) per hour for hours worked between 6.00 p.m. and 6.00 a.m.		
Paid Holidays:	Jan. 2 is added for a total of 10 (9).		
Paid Vacations:	3 weeks after 5 (6) years, 4 weeks after 15 (16) years and 4 weeks with vacation pay of 10% (9%) after 25 years.		
Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to \$100 per week payable, as previously, on a 1-4-26 basis. Effective January 1, 1976, benefits increase to \$110.		
	<u>Dental Plan</u> - Effective July 1, 1975, employer pays 100% of premiums for new Blue Cross Dental Plan #7.		
Equipment Allowance:	Employer pays 75% (50%) of cost of equipment up to a maximum of \$70 (\$50) per year.		

Thomas J. Lipton Limited at Bramalea - Local 327, Millers (AFL-CIO/CLC): A 24-month renewal agreement effective from February 16, 1975 to February 15, 1977, covering 200 employees, settled at the bargaining stage. (Previous agreement expired February 16, 1975).

Wages:	Effective	<u>Feb. 16/75</u>	<u>Feb. 16/76</u>
	General Increases	15%	66¢

	<u>Effective</u>	<u>Feb. 16/75</u>	<u>Feb. 16/76</u>
Job Grade 1 (includes General Labourer)		\$4.04 (\$3.51)	\$4.70
Job Grade 10 (includes Maintenance Mechanic)		\$6.29 (\$5.47)	\$6.95
Shift Premiums:	0 - 20¢ - 25¢ (0 - 18¢ - 22¢).		
Lead Hand Premium:	40¢ (25¢) per hour.		
Overtime Pay:	Double time after 8 hours worked on Saturday (previously time and one-half for all hours worked on Saturday).		
Paid Holidays:	One floating day is added for a total of 11(10).		
Welfare:	<u>Life Insurance</u> - \$10,000 (\$5,000).		
	<u>Weekly Indemnity Plan</u> - Benefits of 60% of weekly earnings up to a maximum of \$123(\$96) per week, or UIC level, payable, as previously, from the sixth day of accident or illness for a maximum of 26 weeks.		
	<u>Dental Plan</u> - Effective March, 1975, employer pays 70% of the premiums for a new dental plan, to provide 100% or 50% of charge depending on type of service provided.		

RUBBER

Standard Products (Canada) Limited (Plant #3 at Stratford and Plant #4 at Mitchell) - Locals 168 and 719, Rubber Workers (AFL-CIO/CLC):
A 33-month renewal agreement effective from Feb. 1, 1975 to Oct. 31, 1977, covering 215 employees, settled at the bargaining stage. (Previous agreement expired Jan. 31, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 1/75</u>	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>
	General Increases	50¢ - 80¢	25¢ - 30¢	20¢ - 30¢

Effective	<u>Feb. 1/75</u>	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>
Group 1 Light Pool	\$3.04 (\$2.54)	\$3.29	\$3.49
Group 2 Heavy Pool	\$3.26 (\$2.76)	\$3.51	\$3.71
Group 14 Machinist	\$4.45 - \$5.05 (\$3.65 - \$4.25)	\$4.75 - \$5.35	\$5.05 - \$5.65

Probationary period is 50 worked days. Maximum rates reached after 105 workdays.

Cost-of-Living Allowance: Effective Oct. 1974, new cost-of-living provision of 1¢ per hour per 0.46 change in the Consumer Price Index (1961=100) commencing with the comparison of the Dec. 1974 and Sept. 1974 Indexes, to be adjusted quarterly, up to a maximum of 15 cents in each year of the contract.

Shift Premiums: 0 - 18¢ - 18¢ (0 - 15¢ - 15¢).

Pay for Work on a Paid Holiday: 10 (9.5) times base rate for incentive employees.

Paid Vacations: 3 weeks after 5 (10) years, 4 weeks after 15 (20) years and 5 weeks (new) after 20 years.

Bereavement Leave: Grandparents of employee and spouse included in up to 3 days' paid leave to attend funeral.

LEATHER

A. R. Clarke and Company Limited at Toronto - Local 125L, Ontario Council of Leather Workers (AFL-CIO/CLC): A 25-month renewal agreement effective from January 1, 1975 to January 31, 1977, covering 380 employees, settled during a strike with mediation assistance. (Previous agreement expired December 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
General Increases		65¢	55¢
Additional Adjustments		9¢ - 19¢ for some maintenance classifications; 65¢ for some employees due to addition of new maintenance classification	

	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
General Labour (Light)		\$3.93 (\$3.28)	\$4.48
Floor Worker		\$4.31 (\$3.66)	\$4.86
Machinist		\$4.90 (\$4.06)	\$5.45
Bonus:	Effective July 1, 1975 and July 1, 1976, bonus of \$100 for employees with 6 months service or more, and 1/6th of \$100 per month of service for employees with less than 6 months service.		
Shift Premiums:	0 - 15¢ - 20¢ (0 - 11¢ - 16¢).		
Call-in Pay:	Minimum of 4(2) hours at time and one-half.		
Paid Vacations:	3 weeks after 6(7) years. Effective in 1976, 4 weeks after 15(16) years and 5 weeks after 24(25) years.		
Paid Holidays:	Employees receive 11 hours pay for 6 hours worked on the day before Christmas Day and the day before New Year's Day (previously had 2 hours off with pay).		
Bereavement Leave:	Parents-in-law and common law spouse included in up to 3 days' paid leave.		
Welfare:	<u>Life Insurance</u> - \$5,000 for all employees (previously \$5,000 for male employees and \$2,000 for female employees). <u>Weekly Indemnity Plan</u> - Benefits increase to \$109.50 per week for employees in wage categories above \$4.04 and \$99.50 per week for employees in wage categories up to and including \$4.04 (previously \$84.50 for male employees and \$74.50 for female employees), payable from the first day of accident and fourth day of illness, to be integrated with Unemployment Insurance Commission Plan, for a maximum of 52 weeks. Effective January 1, 1976, benefits increase to \$129.50 and \$119.50, respectively.		
	<u>Drug Plan</u> - Deductible of 35¢ per prescription (drug coverage was previously provided under Major Medical Plan with deductibles of \$50 for employees with one or more dependents and \$25 for all other employees).		
Tool Allowance:	Employer will pay up to \$40 (\$25) per year for replacement of tools broken or worn out on the job, for mechanics, machinists, millwrights and general tradesmen.		

Safety Shoe Allowance: Employer will provide safety shoes, where mandatory (same), and will pay \$8.00 per pair up to a maximum of 2 pair per 12 months in wet departments and 2 pair per 18 months in dry departments, where not specified as mandatory.

TEXTILE

Glendale Spinning Mills Limited at Hamilton - Local 1070, Textile Workers' Union (AFL-CIO/CLC): A 13-month renewal agreement effective from November 2, 1974 to November 30, 1975, covering 250 employees, settled at the arbitration stage. (Previous agreement expired October 31, 1974).

Wages:	Effective	<u>November 2/74</u>
	General Increases	13%
	General Labour	\$2.43 (\$2.15)
	Fixer	\$4.41 (\$3.90)

Paid Vacation: 4 weeks after 15(17) years.

Welfare: Weekly Indemnity:- Benefits of 66 2/3% of weekly earnings up to a maximum of \$123 (\$115) payable from the first day of accident, first day of hospitalization and 15th day of illness for a maximum of 15 weeks. (Previously payable from the first day of accident, the eighth day of hospitalization and eighth day of illness for a maximum of 15 weeks).

METAL FABRICATING

Dominion Chain Co., Division of Welland Forge Ltd. at Stratford - Local 1927, Machinists (AFL-CIO/CLC): A 33 $\frac{1}{2}$ -month renewal agreement effective from Feb. 12, 1975 to Nov. 30, 1977, covering 335 employees, settled at the mediation stage. (Previous agreement expired Nov. 30, 1974).

Wages: Retroactive pay of 25¢ per hour for the period from Dec. 1, 1974 to Feb. 11, 1975, plus inequity adjustments for that period for hours worked.

Effective	<u>Feb. 12/75</u>	<u>Dec. 1/75</u>	<u>Dec. 1/76</u>
General Increases	25¢	18¢	17¢
Cost-of-Living Fold-in	62¢ cost-of-living allowance was folded into wage rates, leaving a float of 7¢		
Additional Adjustments	25¢ inequity adjustments for machinist, electrician and mechanical maintenance; 13¢-26¢ for Welders; 10¢ for fork lift operators		
Cable Assembly-Light	\$3.99-\$4.22 (\$3.12-\$3.35)	\$4.17-\$4.40	\$4.34-\$4.57
Cable Assembly-Heavy	\$4.35-\$4.58 (\$3.48-\$3.71)	\$4.53-\$4.76	\$4.70-\$4.93
Machinist	\$5.26-\$5.57 (\$4.14-\$4.45)	\$5.44-\$5.75	\$5.61-\$5.92

Cost-of-Living Allowance: Effective Mar. 1, 1975, cost-of-living provision of 1¢ per hour per 0.5 (0.6) change in the Consumer Price Index (1961 = 100), to be adjusted quarterly.

Shift Premiums: 0 - 17¢ - 22¢ (0 - 15¢ - 20¢). Effective Dec. 1, 1975, 0 - 19¢ - 24¢ Effective Dec. 1, 1976, 0 - 20¢ - 25¢.

Paid Vacations: 4 weeks after 18(20) years. Effective Dec. 1, 1976, 4 weeks after 15 years.

Welfare: Life Insurance - \$10,000 for all employees (previously ranged from \$1,000 to \$10,000, depending on salary).

Weekly Indemnity Plan - Effective April 1, 1975, benefits of 66-2/3% of weekly earnings up to a maximum of \$123 (\$113) per week or U.I.C. level, payable, as previously, on a 1-1-8-15 basis.

Pension Plan: \$5.50(\$5.00) per month per year of service. Effective Dec. 1, 1975, \$6.00 per month per year of service.

TRANSPORTATION EQUIPMENT

International Harvester Company of Canada Limited at Chatham - Local 35, Auto Workers (CLC) (clerical and technical employees): A 36-month renewal agreement effective from Feb. 1, 1975 to Jan. 31, 1978, covering 223 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Jan. 31, 1975).

Wages:	Effective	<u>Feb. 1/75</u>	<u>Feb. 1/76</u>
General Increases		3% plus \$7.60 per week	3%
Cost-of-Living Fold-In		\$13.60 per week cost-of-living was folded into wage rates	
Grade 3 (includes Clerk-Typist 1)		\$164.24 - \$192.78 (\$138.87 - \$166.58)	\$169.17 - \$198.56
Grade 12 (includes Layout Draftsman 1)		\$226.24 - \$294.13 (\$199.07 - \$264.98)	\$233.03 - \$302.95
Effective		<u>Feb. 1/77</u>	
General Increases		3%	
Grade 3 (includes Clerk-Typist 1)		\$174.25 - \$204.52	
Grade 12 (includes Layout Draftsman 1)		\$240.02 - \$312.04	

Probationary period is 2 months worked (previously 3 months). Maximum rates reached after two 6-month and two 12-month increases.

Cost-of-Living Allowance: Cost-of-living provision of 1¢ per hour per 0.3 change in the combined United States/Canada Consumer Price Indexes (previously 1¢ per hour per 0.4 change in the Canada Consumer Price Index 1961=100), to be adjusted quarterly.

Shift Premiums: 0 - 23¢ - 31¢ (0 - 20¢ - 28¢).

Paid Holidays: Two days are added in 1975 only, during the Christmas period, for a total of 14(12) in that year.

Welfare: Life Insurance and A.D.&D. - Effective May 1, 1975, Life Insurance benefits range from \$9,000 to \$16,000, depending on salary (previously ranged from \$9,000 to \$14,500). Effective Feb. 1, 1977, \$10,000 to \$17,000. Effective May 1, 1975, A.D. and D. benefits range from \$4,500 to \$8,000, depending on salary (previously ranged from \$4,500 to \$7,250). Effective Feb. 1, 1977, \$5,000 to \$8,500 .

Weekly Indemnity Plan - Effective May 1, 1975, benefits range from \$120 to \$190, depending on salary (previously ranged from \$100 to \$155), payable, as previously, on a 1-6-52 basis.

Long Term Disability Plan - Effective May 1, 1975, benefits range from \$350 to \$655 per month, depending on salary (previously ranged from \$350 to \$590).

Dental Plan - Effective Nov. 1, 1974, during the term of the old contract, a new dental plan was introduced. Employer pays 100% of the premiums. This will be partially offset by 1¢ per hour diverted from cost-of-living allowance each quarter from Aug. 15, 1975.

Pension Plan: Provides for retirement at age 55(58) after 30 years of service with benefits amounting to \$625 per month.

Benefits range from \$8.75 - \$9.25 (\$7.25 - \$7.75) per month per year of service, depending on earnings. Effective July 1, 1975, benefits range from \$9.25 to \$10.00 per month per year of service.

TRANSPORTATION EQUIPMENT

S.K.D. Manufacturing Co. Limited at Amherstburg - Local 89, Auto Workers (CLC): A 36-month renewal agreement effective from Dec. 5, 1974 to Dec. 4, 1977, covering 300 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 4, 1974).

Wages:	Effective	<u>Dec. 5/74</u>	<u>Dec. 5/75</u>	<u>Dec. 5/76</u>
	General Increases	35¢	25¢	20¢
	Additional Adjustments	10¢ for skilled tradesmen		
	Cost-of-Living Fold-in	97¢ cost-of-living was folded into wage rates, leaving a float of 5¢		
	Class 16 (includes General Help)	\$5.39-\$5.59 (\$4.07-\$4.27)	\$5.64-\$5.84	\$5.84-\$6.04
	Grade 3 (includes Tool and Die Maker)	\$6.71-\$6.91 (\$5.29-\$5.49)	\$6.96-\$7.16	\$7.16-\$7.36
Cost-of-Living Allowance:	1¢ per hour per 0.4 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly (no change).			
Shift Premiums:	0 - 18¢ - 21¢ (0 - 16¢ - \$18¢).			
Paid Holidays:	One floating day is added for a total of 13(12). Effective Dec. 5, 1975, one additional floating day is added for a total of 14.			
Paid Vacations:	3 weeks after 5(7) years, 4 weeks after 12(15) years and 5 weeks after 22(25) years.			
Welfare:	<u>Life Insurance</u> - \$10,000 (\$9,000). Effective Dec. 5, 1975, \$11,000.			
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$110 (\$95) per week, payable, as previously, on a 1-4-52 basis. Effective Dec. 5, 1975, \$115 per week. Effective Dec. 5, 1976, \$120 per week.			
	<u>Dental Plan</u> - Effective July 1975, employer pays 100% of the premiums for a new basic dental plan.			
Pension Plan:	\$7.00(\$6.50) per month per year of service. Effective Dec. 5, 1975, \$7.50 per month per year of service. Effective Dec. 5, 1976, \$8.00 per month per year of service.			

\$6.50 per month per year of service for present retirees (previously ranged from \$5.80 - \$6.00).

NON-METALLIC MINERAL PRODUCTS

Canadian Ohio Brass Company Limited at Niagara Falls - Local 345, Chemical Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from January 29, 1975 to January 28, 1977, covering 300 employees, settled at the conciliation officer stage. (Previous agreement expired January 28, 1975).

Wages:	Effective	<u>Jan. 29/75</u>	<u>Jan. 29/76</u>
Increases		24% for incentive workers; 63¢ for non-incentive workers	12% for incentive workers; 35¢ for non-incentive workers
Additional Adjustments		20¢ for skilled tradesmen ; some reclassifications	
Class A (includes Labour after 2 months)		\$4.13 (\$3.50)	\$4.48
Class G (includes Maintenance and Trades-men)		\$5.17 (\$4.34)	\$5.52
Cost-of-Living Allowance:		Effective February 1976, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index, commencing with the comparison of the April 1976 and January 1976 Indexes, to be adjusted quarterly, up to a maximum of 15¢.	
Shift Premiums:		0 - 17¢ - 20¢ (0 - 15¢ - 18¢).	
Sunday Premium:		55¢ (40¢) per hour.	
Paid Holidays:		Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11 (10).	
Paid Vacations:		4 weeks after 12 (15) years.	

Bereavement Leave: Daughter-in-law and son-in-law included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance and A.D.& D. - Life Insurance benefits increase to \$8,000 (\$6,000). Accidental Death benefits increase to \$8,000 (\$6,000) and Accidental Dismemberment benefits to \$4,000 (\$3,000).

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$100 (\$72) per week, payable, as previously, on a 1-1-4-26 basis. Effective January 29, 1976, maximum is increased to \$123 per week.

Meal Allowance: \$3.00 (\$2.00) after 4 hours' overtime after a regular shift.

Safety Shoe Allowance: Employer pays 100% (50%) of the cost of one pair of safety shoes per year.

Safety Prescription Lens: Employer pays 100% (50%) of the cost of one pair of safety lens per year.

MISCELLANEOUS MANUFACTURING

Canadian General-Tower Limited at Cambridge - Local 862, Rubber Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 1, 1975 to Feb. 28, 1977, covering 394 employees, settled at the conciliation officer stage. (Previous agreement expired Feb. 28, 1975).

Wages:	Effective	<u>Mar. 1/75</u>	<u>Mar. 1/76</u>
General Increases	55¢ for non-incentive employees; 44¢ for incentive employees	50¢ for non-incentive employees; 39¢ for incentive employees	30¢ for non-incentive employees; 24¢ for incentive employees
Additional Adjustments	45¢ for skilled tradesmen; inequity adjustments for some other classifications, including 5¢ for Service	25¢ for skilled tradesmen	25¢ for skilled tradesmen

	<u>Effective</u>	<u>Mar. 1/75</u>	<u>Mar. 1/76</u>
Serviceman		\$4.14 (\$3.54)	\$4.44
Electrician		\$5.91 (\$4.91)	\$6.46
Cost-of-Living Allowance:	Effective from Mar. 1, 1976 to Feb. 28, 1977, new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961=100), commencing with the difference in the rise of the Indexes for the months of Feb. and April 1, 1976, to be adjusted quarterly, up to a maximum of 15¢.		
Shift Premiums:	0 - 17¢ - 21¢ (0 - 12¢ - 16¢).		
Welfare:	<u>Life Insurance and A. D. & D.</u> - \$8,500 for all employees (previously \$7,500 for male employees and \$4,500 for female employees). <u>Life Insurance and A.D. & D. for Retirees</u> - \$2,500 for all new retirees (previously \$2,250 for male retirees and \$1,250 for female retirees). <u>Weekly Indemnity Plan</u> - Benefits increase to \$110 per week for all employees (previously \$83 per week for male employees and \$60 per week for female employees), payable 1-1-4-39 (30) basis.		
Supplementary Unemployment Benefit Plan:	Maximum funding of \$300 (\$200) per employee.		

ELECTRIC POWER, GAS AND WATER UTILITIES

The Hydro-Electric Commission of the City of Hamilton - Local 138, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): One 24-month renewal agreement effective from January 1, 1975 to December 31, 1976, covering 300 employees, settled at the bargaining stage. (Previous agreement expired December 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>January 1/75</u>	<u>July 1/75</u>
	General Increases	12%	5%

<u>Effective</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>
<u>Office Employees:</u>		
<u>Weekly Rate:</u>		
Group (102) (Includes Clerk-Typist)	\$134.83-\$149.40 (\$120.38-\$133.39)	\$141.57-\$156.87
Group (109) (Engineering Technician)	\$243.57-\$278.50 (\$217.47-\$248.66)	\$255.75-\$292.43
<u>Effective</u>	<u>January 1/76</u>	
General Increases	10%	
Group (102) (Includes Clerk-Typist)	\$155.73-\$172.56	
Group (109) (Engineering Technician)	\$281.33-\$321.67	
<u>Effective</u>	<u>Jan. 1/75</u>	<u>July 1/75</u>
<u>Outside Employees:</u>		
Groundman	\$5.30 (\$4.82)	\$5.57
Lineman - 1st Class	\$7.15 (\$6.38)	\$7.51
		\$8.26
Probationary period is 6 months. Maximum rates for office employees reached after 2 annual increments.		
Shift Premiums:	0¢ - 18¢ - 23¢ (0¢ - 15¢ - 20¢).	
Overtime Pay:	Double time, after 2 (4) hours of overtime.	
Paid Vacations:	5 weeks after 23 (25) years and 6 weeks (new) after 30 years.	
Bereavement Leave:	Grandchild included in 1 day's paid leave to attend funeral.	
Welfare:	Major Medical Plan - Deductibles for major medical plan reduced to \$10 (\$20) for families and \$5 (\$10) for single employees.	
	Dental Plan-- Plan is based on the 1974 (1971) Ontario Dental Association schedule of fees and Rider #1 is added to Blue Cross Dental Plan #7.	
Safety Shoe Allowance:	\$35 (\$19) per year for safety shoes.	

Consumers Gas Company at Toronto - Local 513, Chemical Workers (office, clerical, sales and lab.) (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 1, 1975 to Jan. 31, 1977, covering 500 employees, settled at the bargaining stage. (Previous agreement expired Jan. 31, 1975).

Wages:	Effective	<u>Feb. 3/75</u>	<u>Feb. 2/76</u>
General Increases	\$15 - \$26 per week	\$11 - \$19 per week	
Range 1 Messenger	\$120.50-\$130.00 (\$105.50-\$115.00)	\$131.50-\$141.00	
Range 8 Senior Accounting Clerk	\$205.00-\$218.50 (\$179.00-\$192.50)	\$224.00-\$237.50	

Probationary period is 6 months. Maximum rate for Messenger reached after 4 six-month increases and for Senior Accounting Clerk after 5 six-month increases. On reaching maximum rates employees may receive an additional 10% merit increase.

Shift Premium: \$7.50 (\$6.00) per week.

Pay for Work on Double time plus a day in lieu (time and one-half plus a day a Paid Holiday: in lieu).

Paid Holidays: The day following Dominion Day is added in 1976 for a total of 10(9). In lieu of a day in 1975, Jan. 2, 1976, is added as a day off.

Paid Vacations: 5 weeks after 25(30) years.

Welfare: Major Medical Plan - Employer pays 100% (50%) of premiums.

Meal Allowance: \$2.50 (\$2.00)

EDUCATION AND RELATED SERVICES

Ottawa Board of Education - Ottawa Board of Education Employees Association (Ind.) (maintenance, services and plant operations employees): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 900 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/75</u>
General Increase		18.7%

<u>Effective</u>	<u>Jan. 1/75</u>
Kitchen Assistant	\$2.85 (\$2.40)
Cleaner Grade 1	\$3.34 (\$2.81)
Electrician (Mtce. Cat. 1)	\$6.59 (\$5.55)

There were no significant changes in other provisions.

Queen's University at Kingston - Local 229, Kingston Heating and Maintenance Workers' Union (CLC): A 24-month renewal agreement effective from January 1, 1975 to December 31, 1976, covering 382 employees, settled at the bargaining stage. (Previous agreement expired December 31, 1974).

Wages:	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
Increases		50¢ for Maid and Bedmaker; 20% - 22% for some skilled tradesmen; 15% for all other employees	Wage Re-opener
Maid		\$2.75 (\$2.25)	
General Labourer		\$4.01 (\$3.49)	
Electrician		\$6.16 (\$5.05)	

Shift Premiums: 0 - 16¢ - 20¢ (0 - 12¢ - 15¢).

Overtime Pay: Employees working on other than Monday to Friday schedules will be paid time and one-half for all hours worked on the first day of rest, and double time on the second day of rest or for overtime worked on a Sunday (previously double time on second day of rest only if overtime was worked on first day of rest).

Paid Vacations: Effective July 1, 1975, 3 weeks (same) after 1 year, plus 1 additional day per year up to 19 days after 9 years.
Effective July 1, 1975, 5 weeks (new) after 25 years.

PERSONAL SERVICES

Linen Supply Industry of Toronto - Local 847, Teamsters (Ind.): A 36-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1977, covering 300 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1974).

Wages: Lump sum payment of \$130 for all employees on payroll on date of ratification.

	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>
General Increases		\$31.00	\$12.50	Wage Re-opener
Driver		\$175.50-\$187.50 (\$144.50-\$156.50)	\$188.00-\$200.00	

Probationary period is 90 days. Maximum rates reached after four 3-month increases.

Paid Holidays: Half day before New Year's Day is added for a total of 9(8-1/2).

Paid Vacations: 3 weeks after 10(15) years.

Bereavement Leave: Mother-in-law, father-in-law and grandparents included in 1 day's paid leave to attend funeral.

Welfare: Employer pays \$17.50(\$15.00) per month per employee into the Welfare Fund.

OHIP - Effective Jan. 1, 1977, employer pays 100% (50%) of the present premiums for OHIP.

Canadian National Institute for the Blind (Ontario Division), province-wide - Local 681, Service Employees' International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1976, covering 600 employees, settled at the conciliation officer stage.

Wages:	<u>Effective</u>	<u>Nov. 1/74</u>	<u>July 1/75</u>	<u>Mar. 1/76</u>
General Help		\$2.66 (\$2.25)	\$3.01	\$3.46
Vending Technician		\$5.16 (\$4.65)	\$5.61	\$6.06

Retroactive Pay: Applies only to employees on payroll Nov. 11, 1974.

Cost of Living Allowance(new): Effective Nov. 1, 1975, 1¢ per hour increase or decrease for each 0.5 change in the Consumer Price Index from a value of 192 as published by Statistics Canada, adjusted quarterly, with a 20¢ cap during the lifetime of the agreement.

Shift Premiums: 0-20¢-20¢(0-15¢-20¢). This change applies only to members of the bargaining unit employed at the Steel Company of Canada.

Paid Holidays: November 11 added for those employees who work in cafeterias that close in observance of Remembrance Day (previously a total of 10).

Work on Paid Holiday: Time and one-half (straight time) in addition to holiday pay.

Paid Vacation: 5 weeks (new) after 25 years' service.

Safety Shoes: \$10(\$5) per year.

Health and Welfare: O.H.I.P. - Effective Mar. 1, 1975 employer pays 75%(50%) of premium cost and effective Mar. 1, 1976, 100%.

Extended Health Care (new) - Effective Apr. 1, 1975, Plan will pay 100% of bills after deductible of \$25 single and \$50 family coverage. Employer pays 50% of premium cost.

Holiday Inn of Ottawa of the Commonwealth Holiday Inns of Canada Ltd. - Local 261, Hotel Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from March 1, 1975 to February 28, 1977, covering 300 employees, settled at bargaining stage. (Previous agreement expired February 28, 1975).

Wages	Effective	<u>Feb. 1/75</u>	<u>May 1/75</u>	<u>Mar. 1/76</u>
	Increases	10¢-\$1.00	5¢-25¢	18¢-55¢
	Waiter and Waitress	\$2.35 (\$2.25)	\$2.45	\$2.63
	Chambermaid	\$2.60 (\$2.25)	\$2.70	\$2.95
	1st Cook	\$4.150 (\$3.146)	\$4.40	\$4.84

Probationary period is 30 days worked (previously 60 working days). Rates shown are minimum rates. Probationary employees receive 10¢ per hour less than rates shown.

- Call-in Pay: Minimum of 4 hours' pay (new) for part-time employees.
- Paid Holidays: Employee's Anniversary is added for a total of 10(9).
- Paid Vacations: 3 weeks after 5(8) years.
- Bereavement Leave: Mother-in-law and father-in-law included in up to 3 days' paid leave.
- Welfare: OHIP - Employer pays \$11.00 per month per individual and \$22.00 per month per family towards the premiums for OHIP (previously paid \$5.50, \$8.25 or \$10.99 per individual and \$11.00, \$16.50 or \$21.99 per family, depending on length of service).
- Weekly Indemnity Plan - Effective during the term of the agreement, employer will pay 100% of the premiums for a new weekly indemnity plan, to provide benefits of 66 2/3% of weekly earnings, payable on a 1-8-15 basis.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(auditing group): A 15-month renewal agreement effective from Oct. 1, 1974 to Dec. 31, 1975, covering 2,370 employees, settled at the arbitration stage.

Wages:	Effective	<u>Oct. 1/74</u>	<u>Oct. 1/75</u>
<u>General Increases</u>			
Levels 1-4		10.5%	3%
Level 5		10%	3%
AU 1		\$13,934-\$16,450 (\$12,610-\$14,887)	\$14,352-\$16,943
AU 5		\$25,836-\$28,914 (\$23,487-\$26,285)	\$26,611-\$29,781

Note: Former rates include a \$500 interim adjustment effective Apr. 1, 1974.

There were no significant changes in other provisions.

LOCAL ADMINISTRATION

Hamilton City - Local 5, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from Jan. 16, 1975 to Jan. 15, 1976, covering 500 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 16/75</u>
	General Increase	69¢
	Labourer	\$5.09 (\$4.40)
	Mechanic	\$5.77 (\$5.08)

Special Payment: Due to the increase in the cost of living in 1974, the employees will receive a lump sum payment on the basis of \$40 for each of the five months worked from Sept. 1974 through Jan. 1975, to a maximum of \$200.

Shift Premiums: 0-21¢-21¢(0-17¢-19¢).

Overtime Pay: Double time to commence after 12(14) hours of work per day Monday through Friday.

Paid Vacation: Effective in 1976, 4 weeks after 14(15) years of service.

Health and Welfare: Life Insurance - Coverage increased to one and one-half times annual basic salary (previous coverage was equal to annual basic salary). Employer continues to pay 100% of premium cost.

Pension Plan: Still under discussion between the City of Hamilton and all of its bargaining units.

Uniforms: Street and sanitation workers will be provided with a new style uniform.

Hamilton City Corporation (Fire Department) - Local 288, Firefighters (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1975 to December 31, 1975, covering 413 employees, settled at the bargaining stage. (Previous agreement expired December 31, 1974).

Wages: Lump sum payment of \$200 for all employees who were employed on January 1, 1975, pro-rated on the basis of \$40 per month for each month worked between August 1974 and December 1974.

Effective	<u>Jan. 1/75</u>
Increases	19.048% for 1st Class Firefighter
	Wages for other classifications are calculated as a percentage of 1st Class Firefighter's wage.
Firefighter IV After 9 months	\$11,250.03 (\$9,450.00) 75% of 1st Class Firefighter's wage.
Firefighter I 4th year	\$15,000.04 (\$12,600.00)
Paid Vacation:	Employee accumulates 5/6 ($\frac{5}{6}$) day per month during first year of service. 3 weeks after 5(7) years and 6 weeks (new) after 30 years. Effective in 1976, 4 weeks after 14(15) years.
Welfare:	<u>Life Insurance</u> - Benefits increase to one and one-half times annual salary (previously equal to annual salary) to nearest \$1,000 of earnings.

London City Corporation - Local 101, Canadian Union of Public Employees (CLC)
(office and clerical employees): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 345 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1974).

Wages: Lump sum payment of \$375 for all employees on payroll on January 1, 1975, in lieu of an offer to implement Type 2 All Service OMERS Supplementary Pension Plan.

Effective	<u>Jan. 1/75</u>
General Increases	14%
Classification 3 (includes Office Clerk)	\$6,100 - \$9,160 (\$5,350 - \$8,035)
Classification 12 (includes Planner)	\$10,945 - \$17,070 (\$9,600 - \$14,975)

Probationary period is 90 calendar days. Maximum rates reached after five 6-month increases for Classification 3 and after six 12-month increases for Classification 12.

Shift Premiums: 0 - 23¢ - 23¢ (0 - 20¢ - 20¢).

Paid Vacations: 3 weeks after 4(5) years and 4 weeks after 13(14) years.

Welfare: Dental Plan - Effective March 1, 1975, employer pays 55% (50%) of the premiums for Blue Cross Dental Plan No. 9 (previously No. 7).

Mileage Allowance: \$35 per month plus 10¢ (8¢) per mile for the first 500 miles per month and 12¢ per mile in excess of 500 miles.

London City - Local 107, Canadian Union of Public Employees (CLC) (outside employees): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 520 employees, settled at the bargaining stage.

Wages: Effective Jan. 1/75

General Increase 14%

W-2 \$3.57-\$4.89
(Ward Labourer) (\$3.13-\$4.29)

W-8 \$4.82-\$6.48
(Maintenance Mechanic) (\$4.23-\$5.68)

Settlement Pay: In lieu of an increase in supplementary pension benefits employees on staff as of Jan. 1, 1975 received a lump sum payment of \$375.

Shift Premiums: 0-20¢-25¢(0-17¢-22¢).

Weekend Premium: 23¢(20¢) per hour in addition to regular shift premium.

Overtime Pay: Double time (time and one-half) rate for regular shift work employees performing work on their previously scheduled days off Monday to Friday inclusive.

Work on Paid Holidays: An employee who works on a shift on a paid holiday that falls on a scheduled work day will be paid double time and may elect to receive holiday pay or an alternative day off (previously was paid double time plus holiday pay).

Paid Holiday Falling on a Day off:	When a paid holiday falls on a day off of an employee on a shift, he will be paid 8 hours at his regular rate and receive an alternative day off, without pay (new).
Paid Vacation:	3 weeks after 4(5) years' service and 4 weeks after 13(14) years.
Health and Welfare:	<u>Dental Plan</u> - Effective Mar. 1, 1975, the employer will pay 55%(50%) of the premiums for the Blue Cross Dental Plan - Type 9 (Type 7).
	<u>Sick Leave Credits</u> - On termination of employment, one-half of accumulated credits to maximum of one-half year's earnings payable to employee or his estate after 8(10) years' service.
<hr/> <u>London City Corporation (Fire Department) - Local 142, Fire Fighters (AFL-CIO/CLC)</u> : A 12-month renewal agreement effective from January 1, 1975 to January 1, 1976, covering 282 employees, settled at the bargaining stage. (Previous agreement expired January 1, 1975).	
Wages:	Effective <u>Jan. 1/75</u>
	Increases 13.5% for 1st Class Fire Fighter
	Wages for other classifications are calculated as a percentage of 1st Class Fire Fighter's wage.
	4th Class \$12,783 Fire Fighter (\$11,263) (2nd 6 months)
	1st Class \$15,039 Fire Fighter (\$13,250)
	Master Mechanic \$18,799 (Division Chief) (\$16,562)
Call-Back Pay:	Minimum of 3 hours pay (new) at time and one-half.
Paid Vacations:	4 weeks after 13(15) years and 5 weeks after 23(25) years.
Jury Duty Leave:	Employer makes up the difference between fee for jury duty and Court Witness duty and regular pay (new).

Welfare: Dental Plan - Effective March 1, 1975, employer pays 55% of the premiums for Blue Cross Dental Plan No. 9, based on the Ontario Dental Association Schedule of Fees (previously Blue Cross Plan No. 7, including coverage for repair of dentures).

Mileage Allowance: 10¢ per mile (new) for initial trip, return trip and weekend trips to and from London, for employees required to attend Ontario Fire College.

Niagara Falls City Corporation - Local 133, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1975 to December 31, 1975, covering 325 employees, settled at the conciliation officer stage. (Previous agreement expired Dec. 31, 1974).

Wages: Settlement pay of \$175 for all employees on payroll on date of ratification, pro-rated for employees with less than 1 year's service at ratification.

Effective January 1/75

General Increases	14%
Level 1 (Includes Labourer, Permanent)	\$4.78-\$5.04 (\$4.19-\$4.42)
Level 13 (Includes Carpenter)	\$5.79-\$6.13 (\$5.08-\$5.38)

Probationary period is 3 months. Maximum rate for Level 1 reached after 3 months and for Level 13 after 6 months.

Shift Premiums: 0¢ - 20¢ - 25¢ (0¢ - 17¢ - 20¢)

Overtime Pay: Double time (time and one-half) after 6 hours of overtime.

Paid Vacations: 5 weeks after 22(23) years.

Welfare: Life Insurance - Benefits equal to 1½ times salary (previously ranging from \$6,000 to \$12,000).

Dental Plan - Employer pays 75% of premiums for Delta Plan (previously employer paid 50% of premiums for Blue Cross Plan #7).

Mileage Allowance: 18¢ (15¢) per mile for casual driving and \$25 per month plus 17¢ (13¢) per mile for employees required to use their own cars.

Safety Shoe Allowance: Employer pays up to a maximum of \$25 (\$13) for the period January 1, 1975 to December 31, 1976.

Meal Allowance: \$2.75 (\$2.00).

Regional Municipality of Niagara - Local 1287, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1975 to December 31, 1975, covering 437 employees, settled at the conciliation officer stage. (Previous agreement expired December 31, 1974).

Wages: Lump sum payment of \$200 for employees on payroll on date of ratification, pro-rated during the period from January 1, 1974 to December 31, 1974.

Effective January 1/75

General Increases 13.6%

Roads Division Employees:

Job Level 1 \$4.73 - \$5.02
(includes Labourer) (\$4.16 - \$4.42)

Job Level 10 \$5.98 - \$6.35
(Maintenance Man) (\$5.26 - \$5.59)

Office Employees:

Job Level 1 \$7,466- \$7,942
(includes Clerk-Typist 1) (\$6,572 -\$6,991)

Job Level 10 \$14,202-\$15,108
(includes Construction Safety Inspector) (\$12,502-\$13,299)

Probationary period is 45 regular shifts worked.
Maximum rates for Job Level 1 and 8 are reached after 60 working days and for Job Level 10 after one 3-month and one 9-month increase.

Shift Premiums: 0 - 22¢ - 22¢ (0 - 20¢ - 20¢).

Lead Hand Premium: 20¢ (15¢) per hour.

Paid Vacations: 5 weeks after 22(23) years.

Welfare: Long Term Disability Plan - Employer pays 75% (50%) of the premiums for plan.

Extended Health Care Plan - Coverage is extended to include provision for eyeglasses and hearing aids, with deductibles, as previously, of \$10 per individual and \$20 per family.

Meal Allowance: \$2.75 (\$2.50).

Safety Shoe Allowance: Employer pays \$10 (new) towards the cost of safety shoes, when required.

ADDENDUM

This addendum consists of one settlement ratified in November, 1974.

PAPER AND ALLIED

CIP Containers Ltd. at Pointe-aux-Trembles, Qué., and Burlington, Markham, Rexdale and London, Ont. - Locals 343, 849, 872 and 949, Canadian Paperworkers Union (CLC) and Local 229, International Chemical Workers' Union (AFL-CIO/CLC): The contract due to expire May 31, 1975 has been extended 12 months to May 31, 1976 and provides for wage increases retroactive to Sept. 1, 1974. The agreement covers 900 employees and was settled in Nov. 1974 at the bargaining stage.

Wages:	Effective	<u>Sept. 1/74</u>	<u>Feb. 1/75</u>
	General Increases	25¢	25¢
	General Helper (Grade 1)	\$4.20 (\$3.95)	\$4.45
	Electrician A (Grade 10)	\$5.40 (\$5.15)	\$5.65

Effective	<u>July 1/75</u>	<u>Oct. 15/75</u>	<u>Feb. 1/76</u>
General Increases	25¢	25¢	25¢
General Helper (Grade 1)	\$4.70	\$4.95	\$5.20
Electrician A (Grade 10)	\$5.90	\$6.15	\$6.40

Other provisions were unchanged.

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Canada Travail
Canada



CANADA DEPARTMENT OF LABOUR

OTTAWA

ONTARIO MINISTRY OF LABOUR

TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING MARCH 1975



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 21 collectively bargained settlements in Ontario's industries in March 1975. It also includes an addendum of 2 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

April 26, 1975.

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FOOD AND BEVERAGE

McCormick's Ltd. at London - Local 242, American Federation of Grain Millers International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 14, 1975 to Feb. 13, 1977, covering 820 employees, settled at the conciliation officer stage.

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 14/75</u>	<u>Aug. 14/75</u>
	General Increases	55¢ plus adjustments for some trades	15¢
	Labourer (Group 3)	\$4.12 (\$3.57)	\$4.27
	Tradesman Maintenance (Group 9)	\$5.87 (\$4.72)	\$6.02
	<u>Effective</u>	<u>Feb. 14/76</u>	<u>Aug. 14/76</u>
	General Increases	40¢	15¢
	Labourer (Group 3)	\$4.67	\$4.82
	Tradesman Maintenance (Group 9)	\$6.42	\$6.57

Cost of Living Allowance(new): Effective Jan. 1, 1976, \$2 per week for each full 1% increase in the Consumer Price Index beyond an annual rate of increase of 9%, to a maximum of \$10 per week.

Shift Premiums: 0-16¢-21¢(0-15¢-20¢).

Paid Holidays: Effective in 1976, Easter Monday is added for a total of 11.

Paid Vacation: 2 weeks after 1(2) year(s) of service and 5 weeks after 25 years. (Formerly, employees with 25 years of service were entitled to an extra 2% vacation pay with the option of a fifth week off.)

Health and Welfare: Weekly Indemnity - \$110(\$100) per week on a 1-4-26 basis, company paid.

Severance Pay: If there is a plant closure, employees will be compensated according to the following schedule:

<u>Service</u>	<u>Severance Pay</u>
4-8 years	1 week
8-12 years	2 weeks
12-16 years	3 weeks
16-20 years	4 weeks
20 years or more	5 weeks

The Great Atlantic and Pacific Company of Canada - Local 264, Bakery Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from Mar. 16, 1975 to Mar. 15, 1976 covering 350 employees, settled at the conciliation officer stage. (Previous agreement expired Mar. 16, 1975).

Wages:	Effective	<u>Mar. 16/75</u>
	General Increases	16%
	General Help	\$4.90 (\$4.22)
	Maintenance Men	\$6.44 (\$5.55)
Shift Premium:	20¢ (18¢) for hours worked between 6 p.m. and 6 a.m.	
Paid Holidays:	Employee's birthday, or new statutory holiday, if declared, is added for a total of 10 (9).	
Welfare	<u>Dental Plan</u> - Employer contributes 9¢ (7¢) per hour per employee up to a maximum of 37 1/2 hours worked per week towards the cost of a dental plan.	
Safety Shoe Allowance:	Employer pays \$15 (\$9) per year towards the cost of safety shoes.	

LEATHER

Beardmore, a Division of Canada Packers Limited at Acton - Local P479, Leather Workers and Food and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 18, 1975 to Jan. 17, 1977, covering 300 employees, settled at the mediation stage. (Previous agreement expired Jan. 17, 1975).

Wages:	Lump sum payment of \$100 in lieu of cost-of-living allowance, for employees on payroll on March 10, 1975, pro-rated for service from September 1, 1974. Effective July 1, 1975, a further lump sum payment of \$100.	
	Effective	<u>Jan. 18/75</u> <u>Jan. 18/76</u>
	General Increases	50¢ 55¢
	Category 4 (Includes Sorter)	\$4.01 (\$3.51) \$4.56

Effective	<u>Jan. 18/75</u>	<u>Jan. 18/76</u>
Category 9 (Includes General Labourer)	\$4.26 (\$3.76)	\$4.81
Category 26 (Includes Class A Electrician)	\$5.01 (\$4.51)	\$5.56

Paid Holidays: Day before Christmas Day is added for a total of 10 (9)

Welfare: Life Insurance - \$5,000 for all employees (previously \$2,000 per individual and \$5,000 per family).

Life Insurance for Retirees - \$500 (new) for retirees with 5 years' service and \$1,000 for employees with 10 years' service or more.

Weekly Indemnity Plan - Benefits increase to \$95 per week for all employees (previously \$70.50 per week for female employees for the first four weeks and \$73.00 per week for fifth and subsequent weeks, and \$80.50 per week for male employees for the first four weeks and \$83.00 per week for fifth and subsequent weeks), payable from the first day of accident or hospitalization and fourth day of illness for periods scaled from 4 to 52 weeks, depending on service.

OHIP - Employer pays \$11 per individual and \$22 per family, as previously, towards the premiums for OHIP, and additional amounts of \$2.00 (\$1.50) per individual and \$4.00 (\$3.00) per family towards any increase in premiums.

Drug Plan - Effective as soon as possible, employer pays 100% of the premiums for a new drug plan, with deductible of 35¢ per prescription.

TEXTILE

Kingston Spinners Limited at Kingston - Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 5, 1975 to Feb. 5, 1977, covering 210 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Feb. 4, 1975).

Wages: Retroactive pay of \$14 per week for probationary employees and \$21 per week for all other employees, for the period from Feb. 2, 1975 to Apr. 8, 1976.

	<u>Effective</u>	<u>Apr. 8/75</u>	<u>Feb. 5/76</u>
Wages		40¢ - 95¢ for non-incentive employees; 43¢ on standard rates for incentive employees	7%
Packer		\$3.00 - \$3.25 (\$2.25 - \$2.70)	\$3.21 - \$3.48
Experienced Fixer		\$3.60 - \$3.85 (\$3.00 - \$3.30)	\$3.85 - \$4.12
Maximum rates reached after probationary period of 60 days.			
Cost-of-Living Allowance:		Effective Mar. 1976, new cost-of-living provision of 1¢ per hour per 1.0 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the May 1976 and Feb. 1976 Indexes, to be adjusted quarterly, up to a maximum of 15¢ over the term of the agreement.	
Overtime Pay:		Time and one-half after 40 (44) hours per week.	
Paid Vacations:		3 weeks (new) after 5 years.	
Bereavement Leave:		Grand parents included in up to 3 days' paid leave to attend funeral.	

PRIMARY METALS

Royal Canadian Mint at Hull, Qué., Ottawa, Ont., and Winnipeg, Man. - Public Service Alliance of Canada (CLC) (production and office employees): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 720 employees, settled by arbitration after a work stoppage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
General Increases		17%	12%
<u>Hourly Rates</u>			
Messenger		\$3.18 (\$2.72)	\$3.56
Electrician		\$6.95 (\$5.94)	\$7.78

<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
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Annual Rates

Order Process Clerk (Numismatic)	\$7,676-\$8,376 (\$6,561-\$7,159)	\$8,597-\$9,381
Draftsman	\$11,998-\$13,337 (\$10,255-\$11,399)	\$13,438-\$14,937

Note: Former rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Shift Premiums: 0-19¢-21¢(0-15¢-18¢).

Paid Vacation: Effective Apr. 1, 1975, 3 weeks after 3(4) years' service, 4 weeks after 15(16) years and 5 weeks after 26(28) years.

Meal Allowance: Effective Jan. 1, 1975, \$2.50(\$2). Effective Jan. 1, 1976, \$2.75.

ELECTRICAL PRODUCTS

Beach Foundry Limited at Ottawa - Local 641, Auto Workers (CLC): A 36-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1977, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Oct. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>
Increases	10¢ - \$1.10 for non-incentive employees		20¢	25¢
Additional Adjustments	Job classification system restructured; inequity adjustments for some employees; incentive system is in the process of being re-organized			
General Helper	\$3.68 - \$3.75 (\$3.06 - \$3.13)	\$3.88 - \$3.95	\$4.13 - \$4.20	
Tool and Die Maker-Class I	\$5.67 - \$5.85 (\$4.14 - \$4.28)	\$5.87 - \$6.05	\$6.12 - \$6.30	

Probationary period is 60 days. Maximum rates reached after 90 calendar days.

Cost-of-Allowance: 1¢ per hour per 0.5(0.8) change in the Consumer Price Index (1961=100). Effective Nov. 1, 1975 1¢ per hour per 0.45 change.

Paid Holidays: Full (half) day before Christmas Day and full (half) day before New Year's Day make a total of 11(10). Effective in 1975, day after after New Year's Day is added for a total of 12.

Paid Vacations: 4 weeks after 20 years (new). Effective Nov. 1, 1975, 4 weeks after 18 years. Effective Nov. 1, 1976, vacation pay of 8% after 18(20) years and 10% after 23(25) years.

Welfare: Life Insurance, A.D. & D., Weekly Indemnity Plan, Major Medical Plan and OHIP - Employer pays 80% (60%) of the premiums.

Life Insurance and A.D. & D. - \$6,000 for all employees (\$6,000 for employees of age 55 and under, \$4,000 for employees of age 56 to 64, \$2,000 for employees of age 65 to 69 and \$1,000 for employees of age 70 and over). Effective Nov. 1, 1975, \$7,000. Effective Nov. 1, 1976, \$8,000.

Life Insurance for Retirees - \$1,500 (new).

Pension Plan: \$6.00 (\$5.00) per month per year of service. Pension plan was introduced in 1973 and years of service were previously calculated from that year. Service during the last 10 years will now be taken into account. Effective Nov. 1, 1975, service for the last 12 years will be taken into account. Effective, Nov. 1, 1976, service for the last 15 years will be taken into account. Supplementary pension benefits of up to \$72 will be paid.

CHEMICAL AND CHEMICAL PRODUCTS

Colgate - Palmolive Limited at Toronto - Local 809, Chemical Workers (CLC): A 27-month renewal agreement effective from Mar. 21, 1975 to June 20, 1977, covering 230 employees, settled during a strike with mediation assistance. (Previous agreement expired Dec. 22, 1974).

Wages:	Effective	<u>Mar. 17/75</u>	<u>Sept. 17/75</u>	<u>Sept. 17/76</u>
General Increases		10.6%	11%	12%
Additional Adjustments		10¢ for Light Task Group. 0.7% for some employees in the Mechanical Dept.		

<u>Effective</u>	<u>Mar. 17/75</u>	<u>Sept. 17/75</u>	<u>Sept. 17/76</u>
Light Task (includes Finisher)	\$4.08 (\$3.60)	\$4.53	\$5.07
Helper	\$4.735 (\$4.280)	\$5.256	\$5.887
Diemaker and Engraver "A"	\$6.735 (\$6.090)	\$7.476	\$8.373

Paid Holidays: One floating day is added for a total of 11(10).

Paid Vacations: 3 weeks after 5(7) years, and 5 weeks after 22(25) years.
Effective in 1976, 6 weeks after 30 years.

Welfare: Life Insurance - details not available at date of publication.

Pension Plan: Employee may retire at age 62(65) with no reduction in benefits.

STORAGE

Lakehead Terminal Elevators - Manitoba Pool Elevators, National Grain, Parrish and Heimbecker Ltd., Richardson Terminals, Saskatchewan Wheat Pool and United Grain Growers Ltd., at Thunder Bay - Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 1,500 employees, settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
General Increases		\$1.00	40¢
Elevator Man Indoor		\$5.95 (\$4.95)	\$6.35
Shipper		\$6.39 (\$5.39)	\$6.79
Electrician		\$6.80 (\$5.80)	\$7.20

Effective	<u>May 1/76</u>	<u>Sept. 1/76</u>
General Increases	30¢	30¢
Elevator Man Indoors	\$6.65	\$6.95
Shipper	\$7.09	\$7.39
Electrician	\$7.50	\$7.80

- Make-Up Pay: Each employee including retirees (but not those who have quit or been dismissed), will receive 16.82¢ for each hour paid for in 1974, exclusive of overtime premium, to a maximum of \$350.
- Cost of Living Allowance(new): Effective in 1976, 3.625¢ per hour for each full point that the Consumers Price Index exceeds 193 (1961 equals 100), adjusted quarterly, with the first payment based on the CPI for November 1975.
- Shift Premium: Effective Jan. 1, 1975, 0-25¢(0-18¢).
- Overtime Pay: Any evening overtime work beyond 9:30 p.m. will be paid for not less than on a one hour basis (new).
- Paid Holidays: Easter Monday added for a total of 12.
- Paid Vacation: Effective Jan. 1, 1975, 4 weeks after 12(13) years' service, 5 weeks after 19(20) years and 6 weeks (new) after 29 years.
Effective Jan. 1, 1976, 4 weeks after 11 years, 5 weeks after 18 years and 6 weeks after 28 years.
- Health and Welfare: Life Insurance (new) - The employer will provide a minimum of \$10,000 group life insurance and pay 75% of the premium costs.
Weekly Indemnity - \$150(\$110) per week for a maximum of 52 (15) weeks with the employer paying 75%(66 2/3%) of the premium costs.
Dental Plan (new) - Blue Cross Dental Plan # 7 (or equivalent plan) for employees with one year or more of seniority. The employer will pay 75% of the premium costs.
- Union Recognition: Union shop (open shop but all employees paid union dues).

- Seniority:** Seniority provisions re-written to permit an employee, temporarily transferred due to work shortage, to perform work either at his level or at a lesser level during the period of short work. Employee to be laid off also has the right to demonstrate his ability to perform work of employee with lesser seniority in order to avoid the temporary lay-off.
- Bereavement Leave:** Definition of "immediate family" extended to include grandparents, son-in-law, daughter-in-law or grandchildren for 3 days' paid leave.
Bereavement leave will not reduce the number of days vacation time to which an employee is entitled (new).

EDUCATION AND RELATED SERVICES

Lambton County Board of Education at Sarnia - Local 1019, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Mar. 1, 1975 to Feb. 28, 1977, covering 209 employees, settled at the conciliation officer stage. (Previous agreement expired Feb. 28, 1975).

Wages:	Effective	<u>Mar. 3/75</u>	<u>Mar. 1/76</u>
	Increases	22¢ - 63¢	32¢ - 49¢
	Cleaner	\$3.26 - \$3.84 (\$3.04 - \$3.34)	\$3.58 - \$4.22
	Custodian	\$4.12 - \$4.85 (\$3.84 - \$4.22)	\$4.54 - \$5.34

Probationary period is 90 days worked within a 12-month period but this period may be extended. Maximum rates reached after probationary period.

Cost-of-Living Allowance: Effective in 1975, new cost-of-living provision of 1% of basic pay for each 1% increase in the Consumer Price Index up to 5%, and 0.75% of basic pay for each 1% increase over 5% and up to 10%. The provision will become effective after the average Consumer Price Index for 1975 rises 15% above the average for 1974. The increase will be folded into the wage rates on Mar. 1, 1976 and a lump sum payment made for 1975.

Effective in 1976, a lump sum payment will be made on the same basis, after the average Consumer Price Index for 1976 rises 10% above the average for 1975.

Lead Hand Premium: 15¢ (10¢) per hour in elementary schools.

Paid Vacations: 4 weeks after 11(13) years and 5 weeks after 21(22) years. Effective March 1, 1976, 3 weeks after 4(5) years, 4 weeks after 10 years and 5 weeks after 20 years.

Bereavement Leave: Grandchildren included in up to 3 days' paid leave to attend funeral, service or to attend to estate matters.

Welfare: Life Insurance, OHIP and Major Medical Plan - Employer's contributions are reduced to 66-2/3% (75%) of premiums and a new dental plan is introduced.

Dental Plan - Employer pays 66-2/3% of the premiums for a new basic dental plan, based on the Ontario Dental Association schedule of fees.

Responsibility Allowance: Effective Mar. 1, 1976, senior custodians in elementary schools will receive a responsibility allowance based on the following schedule:

<u>Size of School</u>	<u>Allowance</u>
15,000 sq. ft. and under	nil
15,001 - 25,000 sq. ft.	20¢ per hour
25,001 - 35,000 sq. ft.	30¢ per hour
35,001 - 45,000 sq. ft.	40¢ per hour
45,000 sq. ft. and over (previously received 1¢ per hour per 1,000 sq. ft.).	50¢ per hour

Ottawa Board of Education - Local 1400, Canadian Union of Public Employees (CLC)
(office employees): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 30, 1975, covering 500 employees, settled at the bargaining stage.

Wages: Effective Jan. 1/75
General Increase \$1,400/year

Effective Jan. 1/75

Annual Rates

Clerk-Typist \$5,896-\$7,104
(\$4,496-\$5,704)

Senior Secretary \$8,638-\$10,134
 (\$7,238-\$8,734)

Researcher \$10,320-\$13,443
(\$8,920-\$12,043)

Paid Vacation: 5 weeks after 25(30) years of service.

Health and Welfare: Life Insurance - The Board will pay 75%(70%) of premium costs.

O.H.I.P. - The Board will pay 75%(70%) of premium costs.

Scarborough Board of Education at Toronto - Local 149, Canadian Union of Public Employees (part-time employees) (CLC): A 12-month first agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 336 employees, settled at the mediation stage.

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 6/75</u>	<u>July 1/75</u>
General Increases		50¢ - 65¢	4¢ - 25¢ for all employees except students
Student		\$2.75 - \$2.90 (\$2.25)	\$2.75 - \$2.90
Part-Time Cleaner		\$2.75 - \$3.00 (\$2.25)	\$2.90 - \$3.25
Part-Time Matron		\$3.46 - \$3.75 (\$2.85 - \$3.10)	\$3.50 - \$3.90

Probationary period is 600 working hours. Maximum rates reached after 1 year.

Overtime Pay: Time and one-half (straight time) after 24 hours in one week and on Saturday and Sunday.

Paid Holidays: Remembrance day is added for a total of 11(10).

Ontario Council of Regents for Colleges of Applied Arts and Technology,
province-wide - Civil Service Association of Ontario (Ind.)
(academic staff, librarians and counsellors): A 24-month
renewal agreement effective from Sept. 1, 1973 to Aug. 31, 1975,
covering 5,450 employees, settled at the arbitration stage.

Wages:	Effective	Sept. 1/73	Sept. 1/74	Mar. 1/75
	General Increases	8%	13.5%	3%
	Instructor	\$7,020-\$11,880 (\$6,500-\$11,000)	\$7,968-\$13,484	\$8,207-\$13,880
	Master	\$10,584-\$18,252 (\$9,800-\$16,900)	\$12,013-\$20,716	\$12,373-\$21,000

Note: Librarians may receive a further adjustment. The matter has been referred to the negotiators for a report within 4 weeks.

Interim Adjustments:	Interim adjustments of up to \$1,000 were awarded in December 1974. The interim increases are to be deducted from the final salary award.
Salary Progression:	Automatic progression with \$500 annual increments until mid-point of salary range is reached (previously "merit" increments).
Workload Schedules:	The Board called for a reduction in the workload of teachers but referred the specifics back to the negotiators for a compromise agreement within 4 weeks. Any changes will not apply until Aug. 31, 1975.
Co-ordinator Allowance:	\$1,250 (\$1,000) per year maximum.
Recall Rights:	2(1) years after layoff.

HEALTH AND WELFARE SERVICES

Niagara Regional Municipality (Homes for Senior Citizens) at St. Catharines and other centres - Local 1263, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from Mar. 1, 1975 to Feb. 28, 1976, covering 675 employees, settled at the bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 1/75</u>	<u>July 1/75</u>	<u>Nov. 1/75</u>
	General Increases	50¢	30¢	30¢
	Housekeeping, Kitchen and Laundry Aide	\$3.32-\$3.46 (\$2.82-\$2.96)	\$3.62-\$3.76	\$3.92-\$4.06
	Stationary Engineer	\$4.62-\$4.85 (\$4.12-\$4.35)	\$4.92-\$5.15	\$5.22-\$5.45
<u>Shift Premiums:</u>	0-12½¢-12½¢(0-10¢-10¢).			
<u>Paid Vacation:</u>	5 weeks after 22(23) years of service.			
<u>Health and Welfare:</u>	<u>Eye Glasses and Hearing Aids</u> (new) - Once a year, maximum allowance of \$40 for glasses plus an allowance for hearing aids.			
<u>Paid Sick Leave:</u>	Accumulation is to a maximum of 268(250) days.			

MISCELLANEOUS SERVICES

Modern Building Cleaning (A Division of Dustbane Enterprises Ltd.) at Toronto - Local 204, Service Employees (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 310 employees, settled at the mediation stage. (Previous agreement expired Dec. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/75</u>	<u>Aug. 1/75</u>
	General Increases	14.8%	6%
	Cleaning Service Operator (Light)	\$2.77 (\$2.41)	\$2.94
	Cleaning Service Operator (Heavy)	\$3.62 (\$3.15)	\$3.84
	Floor Maintenance Specialist	\$3.73 (\$3.25)	\$3.95

<u>Effective</u>	<u>Jan. 1/76</u>	<u>Aug. 1/76</u>
General Increases	6%	6%
Cleaning Service Operator (Light)	\$3.12	\$3.31
Cleaning Service Operator (Heavy)	\$4.07	\$4.31
Floor Maintenance Specialist	\$4.19	\$4.44

Paid Vacations: 4 weeks after 12 years (new).

Sick Leave: Credits accumulate at a rate of 1 1/4 (1) days per month up to a maximum of 75 (55) days.

Welfare: Major Medical Plan - If employees ratify plan, employer will pay 50% of the premiums for a new major medical plan, with deductibles of \$25 per individual and \$50 per family.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (general labour and trades group): A 26-month renewal agreement effective from Nov. 26, 1974 to Jan. 30, 1977, covering 18,770 employees, settled after a work stoppage.

<u>Wages:</u>	<u>Effective</u>	<u>Mar. 19/75</u>	
Average Increase		18%	
		Machine Driving- Operating Sub-Group	Electrical Installing and Maintaining Sub-Group
Moncton (Zone 3)	\$3.76-\$6.27 (\$2.87-\$4.78)	\$3.61-\$6.01 (\$2.78-\$4.64)	\$3.76-\$6.26 (\$3.10-\$5.17)
Ottawa (Zone 9)	\$4.13-\$6.88 (\$3.24-\$5.39)	\$3.96-\$6.61 (\$3.14-\$5.23)	\$4.51-\$7.51 (\$3.85-\$6.41)
Victoria (Zone 21)	\$4.49-\$7.49 (\$3.60-\$6.00)	\$4.60-\$7.67 (\$3.72-\$6.21)	\$5.16-\$8.60 (\$4.37-\$7.28)

Effective	<u>Jan. 26/76</u>		
Average Increase	11.25%		
Moncton	\$4.19-\$6.98	\$4.01-\$6.69	\$4.18-\$6.97
Ottawa	\$4.59-\$7.65	\$4.41-\$7.35	\$5.01-\$8.36
Victoria	\$5.00-\$8.33	\$5.12-\$8.54	\$5.74-\$9.57

Note: Previous rates include an interim adjustment of \$500/year effective Apr. 1, 1974.

Salary Supplement: Effective from Nov. 25, 1974 to Feb. 16, 1975 a \$600 salary supplement will be paid at various intervals in various denominations:

Nov. 25-30, 1974 - \$50 for employees who have worked 2 days during this period.

Dec. 1974 - \$220 for employees who have worked 10 days during this month.

Jan. 1975 - \$230 for employees who have worked 10 days during this month.

Feb. 1-16, 1975 - \$100 for employees who have worked 5 days during this period.

Shift Premiums: 0-16¢-23¢(0-12½¢-18½¢).

Standby Pay: \$3(\$2) for each 8-hour period or portion, \$7(\$6) minimum for any period of standby on a day of rest or paid holiday.

Paid Holidays: When an employee is absent without leave on a designated paid holiday on which he is scheduled to work, he will not be entitled to holiday pay for that day.

Paid Vacation: Effective Apr. 1, 1975, 3 weeks after 3(4) years' service, 4 weeks after 15(18) years, and 5 weeks after 28(30) years of service.

Meal Allowance: \$2.50(\$2.00) for 1 meal while working 3 hours overtime immediately before or following the scheduled hours of work. \$1.75 for 1 meal for every 4 hours extended overtime (new).

Penological Factor Allowance: \$1,000(\$850).

Technological Change(new): Minimum of 3 months' notice to Union of any major technological change in equipment which would result in changes in the employment status or working conditions of employees.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(heating, power and stationary plant operation group): A 21-month renewal agreement effective from Sept. 30, 1974 to June 30, 1976, covering 3,280 employees, settled at the conciliation board stage.

Wages:	Effective	<u>Sept. 30/74</u>	<u>Apr. 30/75</u>	<u>Nov. 30/75</u>
	General Increases	12%	7%	6%
HP-1		\$8,580-\$8,830 (\$7,661-\$7,884)	\$9,181-\$9,448	\$9,732-\$10,011
HP-8		\$16,006-\$17,531 (\$14,291-\$15,653)	\$17,126-\$18,758	\$18,154-\$19,

Note: Former rates include a \$500 interim adjustment effective Apr. 1, 1974.

There were no other significant changes reported at this time.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(social science support group): A 15-month renewal agreement effective from July 1, 1974 to Sept. 21, 1975, covering 1,180 employees, settled at the bargaining stage.

Wages:	Effective	<u>July 1/74</u>	<u>June 30/75</u>
	General Increases		
SI-1 - SI-4		11%	3%
SI-5 - SI-8		10.5%	3%

Annual Rates

SI-1	\$10,674-\$11,859 (\$9,616-\$10,684)	\$10,994-\$12,215
SI-8	\$26,659-\$29,726 (\$24,126-\$26,901)	\$27,459-\$30,618

Note: Previous rates include a \$500 adjustment effective Apr. 1, 1974.

Shift Premiums: 0-16¢-23¢(0-12½¢-18½¢).

Standby Pay: One-half hour's pay for each 4-hour period on standby (previously \$2.00 for each $7\frac{1}{2}$ consecutive hours or portion).

Paid Vacation: Effective Apr. 1, 1975, 5 weeks after 28(30) years of service.

Meal Allowance: \$2.50(\$2.00) for 1 meal while working 3 hours overtime immediately before or following the scheduled hours of work, \$1.75 for 1 meal for 4 hours or more extended overtime (new).

Technological Change(new): Minimum of 3 months' notice to be given the Union of any major technological change which would result in changes in employment status or working conditions of employees.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(technical inspection group): A 15-month renewal agreement effective from July 1, 1974 to Sept. 30, 1975, covering 1,140 employees, settled at arbitration.

Wages:	Effective	<u>July 1/74</u>	<u>July 1/75</u>
General Increases			
TI-1 - TI-5	11%	11%	3%
TI-6 - TI-8	10.5%	10.5%	3%
<u>Annual Rates</u>			
TI-1	\$9,568-\$10,629 (\$8,620-\$9,576)	\$9,855-\$10,948	
TI-8	\$22,457-\$25,028 (\$20,323-\$22,650)	\$23,131-\$25,779	

Note: Former rates include an interim adjustment of \$500/year effective Apr. 1, 1974.

Shift Premiums: 0-16¢-23¢(0-12½¢-18½¢).

Standby Pay: Effective Jan. 30, 1975, one-half hour's pay for each 4 hour period on standby. (Previously \$2 for each $7\frac{1}{2}$ consecutive hours or portion thereof with a minimum of \$6 for any period of standby on a day of rest or designated paid holiday).

Meal Allowance: \$2.50(\$2) after 3 hours of overtime and \$1.75(new) after an additional 4 hours' overtime.

Transportation Allowance: On call-back or if required to report for work on a day of rest or a designated paid holiday, an employee will be reimbursed for reasonable expenses incurred (previously to maximum of \$3 each way on call-back only).

Paid Vacation: Effective Apr. 1, 1975, 5 weeks after 28(30) years of service.

Bereavement Leave: Definition of "immediate family" extended to include stepmother and stepfather for up to 4 days' paid leave plus 3 additional days' paid leave for travel, where necessary.

Adoption Leave (new): 1 day's paid leave granted at the employer's discretion.

Technological Change(new): Minimum of 3 months' notice to be given the Union of any major technological change in equipment which would result in changes in the employment status or working conditions of employees.

The National Research Council of Canada at Ottawa - The Research Council Employees' Association (Ind.) (clerical and regulatory group and office equipment operation group): A 24-month renewal agreement effective from Dec. 30, 1974 to Dec. 26, 1976, covering 386 employees, settled at the bargaining stage and ratified in Feb. 1975. (Previous agreement expired Dec. 29, 1974).

Wages:	Effective	Dec. 30/74	Dec. 30/75
General Increases		12%	10%
CR-Level 2		\$ 7,200 - \$ 7,860 (\$ 6,431 - \$ 7,019)	\$ 7,920 - \$ 8,646
CR-Level 7		\$13,771 - \$15,079 (\$12,355 - \$13,528)	\$15,147 - \$16,587

Maximum rates reached after three annual increases.

Shift Premiums: \$1.75 per shift (new) when majority of hours worked fall between midnight and 8 a.m. and \$1.25 (\$1.15) per shift when majority of hours worked fall between 4 p.m. and midnight.

Paid Vacations: 5 weeks after 28(30) years.

Special Leave: One day's paid leave (new) granted for adoption of child.

Meal \$2.25 (\$2.00).

Allowance:

Mileage 16-1/2¢ per mile up to a maximum of \$5.00 (\$3.00) each
Allowance on way for employee on call-in who uses own car.
Call-In:

LOCAL ADMINISTRATION

Toronto City - Local 113, International Association of Fire Fighters (AFL-CIO/CLC):

A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 1,305 employees, settled at the bargaining stage.

Wages: Effective Jan. 1/75

Increase 7% - 15%

Annual Rates

* Fire Fighter	\$11,290
4th Class	(\$10,523)

Fire Fighter	\$16,114
1st Class	(\$14,010)

Fire Platoon Chief	\$24,226
	(\$21,726)

* Rate shown for Fire Fighter 4th Class is for the second 6 months of service.

Paid Holidays: 11 days (unchanged). Two days may be paid at 1.206% of salary in lieu of time off.

Paid Vacation: 4 weeks plus 1 day after 18(21) years, 4 weeks plus 2 days after 19(22) years, 4 weeks plus 3 days after 20(23) years, 4 weeks plus 4 days after 21(24) years, and 5 weeks after 22(25) years.

Pension Plan:	Contributions by officers will now be based on their own higher salary schedule (previously the Fire Fighter 1st Class schedule was used for contributory purposes).		
Jury Duty(new):	Employer will compensate for any difference between the amount an employee receives for serving as a juror and the amount of his regular daily earnings.		
<hr/>			
<u>Windsor City - Local 543, Canadian Union of Public Employees (CLC) (inside employees):</u>	A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 520 employees, settled at the bargaining stage.		
Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	General Increases	14%	9%
	<u>Bi-weekly Rates</u>		
	Junior Clerk (Group VII)	\$285.09-\$328.84 (\$250.08-\$288.46)	\$310.75-\$358.44
	Senior Building Inspector (Group I-AA)	\$605.37-\$638.96 (\$531.03-\$560.49)	\$659.85-\$696.47
Cost of Living Allowance(new):	The formula is triggered if the Consumer Price Index rises to 189.9(8% over the January 1975 level of 175.8), and provides for a 1¢ per hour increase for each 0.50 change above 189.9 of the Index. Adjustments, if any, are to be made quarterly with no minimum and no maximum. The formula is reversible, but not below the base rates.		
Shift Premiums:	0-25¢-25¢(0-20¢-20¢).		
Standby Pay (new):	Applies only to employees in the Traffic Signal Division. For standby during weekends, \$25; for standby between shifts, \$5 a day; and for standby on a statutory holiday, \$15.		
Health and Welfare:	<u>Dental Plan (new)</u> - Employer will pay 100% of the premiums for a preventative and comprehensive dental plan.		

Pension Plan: Employee to contribute a maximum of 7%(7½%) for both basic and supplementary pension. The employer will absorb the extra half percent.

Auto Allowance: For regular required personal car usage, 20¢(17¢) per mile for the first 5,000 miles and 15¢(13¢) per mile thereafter. For casual required personal car usage, 17¢(15¢) per mile.

Meal Allowance: \$3(\$2).

CONSTRUCTION

London and District Mechanical Contractors Association - Local 593, Plumbers and Pipefitters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977 covering 400 employees, settled at the bargaining stage. (Previous agreement expired April 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	\$1.00	\$1.00	50¢
	J Journeyman Plumber and Pipefitter	\$8.79 (\$7.79)	\$9.79	\$10.29

Vacation Pay: Vacation pay of 10% (9%).

ADDENDUM

This addendum consists of one settlement ratified in Dec. 1974, and one in Feb. 1975.

PAPER AND ALLIED

Reed Decorative Products Limited at Toronto- Local 466, Printing Pressmen, (AFL-CIO/CLC): A 27-month renewal agreement effective from Nov. 4, 1974 to Feb. 16, 1977, covering 300 employees, settled at the bargaining stage and ratified in Dec. 1974. (Previous agreement was to expire Feb. 18, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 4/74</u>	<u>Feb. 19/76</u>
General Increases		65¢	12%
Additional Adjustments		Various classification adjustments	
Group 22 General Help Finishing and Sample		\$3.42-\$3.66 (\$2.77-\$3.01)	\$3.83-\$4.10
Group 2 (includes Electrician)		\$5.46-\$5.87 (\$4.67-\$5.08)	\$6.12-\$6.57

8¢ increase for Group 22 and 7¢ increase for Group 2 after probationary period of 60 calendar days. Maximum rates are reached on merit.

Paid Holidays: One floating day is added for a total of 11(10).

Welfare: Dental Plan - Employer pays 50% of the premiums for a new basic dental plan, with deductibles of \$25 per individual and \$50 per family, and with 80% of remaining expenses paid up to a maximum of \$2,000 per individual per year.

Meal Allowance: \$2.00 (\$1.50).

METAL FABRICATING

Trane Company of Canada Limited at Toronto - Local 512, Electrical Workers (U.E.), (CLC): A 24-month renewal agreement effective from February 24, 1975 to January 23, 1977, covering 200 employees, settled at the post-conciliation bargaining stage, and ratified in February, 1975. (Previous agreement expired January 23, 1975).

Wages:	Settlement pay of \$50 for all employees.		
	Effective	<u>Feb. 24/75</u>	<u>July 23/75</u>
	General Increases	15%	10¢
	General	\$4.17-\$4.63 (\$3.63-\$4.03)	\$4.27-\$4.73
	Tool and Die Maker	\$5.26-\$5.81 (\$4.57-\$5.05)	\$5.36-\$5.91
	Effective	<u>Jan. 23/76</u>	<u>July 23/76</u>
	General Increases	35¢	10¢
	General	\$4.62-\$5.08	\$4.72-\$5.18
	Tool and Die Maker	\$5.71-\$6.26	\$5.81-\$6.36
	Probationary period is 60 days worked. Maximum rates are reached after 9 months.		
Shift Premium:	18¢ (15¢) per hour for night shift.		
Lead Hand Premium:	10¢ per hour (new).		
Paid Holidays:	Full (half) day before Christmas Day and full (half) day before New Years' Day are added for a total of 11 (10).		
Paid Vacations:	3 weeks after 6 (8) years, 4 weeks after 16 (18) years, 5 weeks after 23 (25) years and 6 weeks (new) after 30 years.		
Welfare:	<u>Life Insurance</u> - \$7,000 (\$6,000). Effective Jan. 23, 1976, \$8,000.		
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$100 (\$85) per week, payable on a 1-4-26 basis. Effective Jan. 23, 1976, benefits increase to \$110.		
Pension Plan:	\$5.00 (\$3.50) per month per year of service. Effective Jan. 23, 1976, \$6.00 per month per year of service.		
Meal Allowance:	\$3.00 (\$2.00).		
Safety Shoe Allowance:	Employer pays \$10 (\$5) towards the cost of one pair of safety shoes per year.		

C U M U L A T I V E I N D E X

January to March 1975

Settlements Reported by Issue and Page

<u>INDUSTRY AND COMPANY</u>	<u>UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
LOGGING			
American Can of Canada Limited, Marathon Dryden Paper Co. Ltd.	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Jan.	1
The Ontario-Minnesota Pulp and Paper Company Limited, Kenora and Fort Frances	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Feb.	35
	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Jan.	2
FOOD AND BEVERAGE			
Demster's Bread - Division of Corporate Foods Ltd., Toronto Dominion Dairies Limited, Toronto	Teamsters (Ind.)	Feb.	38
Thomas J. Lipton Limited, Bramalea	Teamsters (Ind.)	Feb.	37
The Great Atlantic and Pacific Company of Canada, Toronto McCormick's Ltd., London Hiram Walker and Sons Ltd., Walkerville	Millers (AFL-CIO/CLC)	Feb.	40
Weston Bakeries Limited, Toronto	Bakery Workers (AFL-CIO/CLC)	Mar.	67
	Grain Millers (AFL-CIO/CLC)	Mar.	66
	Distillery Workers (Ind.)	Jan.	29
	Teamsters (AFL-CIO/CLC)	Feb.	39

PRINTING, PUBLISHING AND ALLIED (Cont'd)

Toronto Star Limited

Printing and Graphic Communications
(AFL-CIO/CLC)

Jan. 6

PRIMARY METALS

Anacoda Canada Ltd., Toronto
Royal Canadian Mint, Hull, Quebec,
Ottawa, Ontario, Winnipeg,
Manitoba

Auto Workers (CLC)
Public Service Alliance of Canada
(CLC) (production and office
employees)

Jan. 8
Mar. 69

METAL FABRICATING

Dominion Chain Co., Division of
Welland Forge Ltd., Stratford
Great West Steel Industries Ltd.,
Toronto
Supreme Aluminum Industries
Limited, Scarborough and
Pickering
Trane Company of Canada, Toronto

Machinists (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Employee Council Representatives
of Supreme Aluminum Industries
Limited (Ind.)
Electrical Workers (U.E.) (CLC)

Feb. 44
Jan. 10
Jan. 31
Mar. 87

TRANSPORTATION EQUIPMENT

Bendix Home Systems Ltd., Hensall
International Harvester Company
of Canada Limited, Chatham
S.K.D. Manufacturing Co. Limited,
Amherstburg

Carpenters (AFL-CIO/CLC)
Auto Workers (CLC) (clerical and
technical employees)
Auto Workers (CLC)

Jan. 31
Feb. 46
Feb. 47

ELECTRICAL PRODUCTS

Beach Foundry Limited, Ottawa
General Instrument of Canada Ltd.,
Waterloo

Auto Workers (CLC)
Electrical Workers (I.U.E.)
(AFL-CIO/CLC)

Mar. 70
Jan. 13

ELECTRICAL PRODUCTS (Cont'd)

I-T-E Circuit Breaker (Canada) Limited (Eastern Power Devices Division), Mississauga	Electrical Workers (I.B.E.W.) (AFL-CIO/CLC)	Jan. 16
Philco Ford of Canada Ltd., Toronto Rotor Electric Company Limited, Toronto	Machinists (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)	Jan. 12 Jan. 11
J. E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	Jan. 15
NON-METALLIC MINERAL PRODUCTS		
Canadian Ohio Brass Company Limited, Niagara Falls	Chemical Workers (AFL-CIO/CLC)	Feb. 49
CHEMICAL AND CHEMICAL PRODUCTS		
Colgate-Palmolive Limited, Toronto	Chemical Workers (CLC)	Mar. 71
MISCELLANEOUS MANUFACTURING		
Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	Feb. 50
TRANSPORTATION		
Toronto Transit Commission	Amalgamated Transit Union (AFL-CIO/CLC)	Jan. 18
STORAGE		
Lakehead Terminal Elevators, Thunder Bay	Railway Clerks (AFL-CIO/CLC)	Mar. 72

ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers Gas Company, Toronto	Chemical Workers (office, clerical, sales and lab.) (AFL-CIO/CLC)	Feb.	53
The Hydro-Electric Commission of the City of Hamilton	Electrical Workers (I.B.E.W.) (AFL-CIO/CLC)	Feb.	51

INSURANCE AND REAL ESTATE

Ontario Housing Corp., Toronto	Canadian Union of Public Employees (CLC)	Jan.	20
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EDUCATION AND RELATED SERVICES

The Frontenac County Board of Education, Kingston	Canadian Union of Public Employees (CLC)	Jan.	33
Lambton County Board of Education, Sarnia	Canadian Union of Public Employees (CLC)	Mar.	74
Ontario Council of Regents of College of Applied Arts and Technology, Ontario	Civil Service Association (Ind.) (academic staff, librarians and counsellors)	Mar.	77
Ottawa Board of Education	Canadian Union of Public Employees (CLC) (outside employees)	Mar.	75
Ottawa Board of Education	Ottawa Board of Education Employees Association (Ind.) (maintenance, service and plant operations employees)	Feb.	53
Queen's University, Kingston	Kingston Heating and Maintenance Workers' Union (CLC)	Feb.	54
Scarborough Board of Education, Toronto	Canadian Union of Public Employees (part-time employees) (CLC)	Mar.	76
Simcoe County Board of Education, Barrie	Canadian Union of Public Employees (CLC)	Jan.	21

HEALTH AND WELFARE SERVICES

Niagara Regional Municipality
(Homes for Senior Citizens),
St. Catharines and other
centres

Canadian Union of Public Employees
(CLC)

Mar. 77

MISCELLANEOUS SERVICES

Modern Building Cleaning (A
Division of Dustbane Enter-
prises Ltd.), Toronto

Service Employees (AFL-CIO/CLC)

Mar. 78

PERSONAL SERVICES

Canadian National Institute
for the Blind, province-wide
Holiday Inn of Ottawa of the
Commonwealth Holiday Inns
of Canada Ltd.
Linens Supply Industry of
Toronto

Service Employees (AFL-CIO/CLC)

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Hotel Employees (AFL-CIO/CLC)

Feb. 56

Teamsters (Ind.)

Feb. 55

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Board)

Professional Institute (Ind.)
(engineering and land survey
group)

Jan. 22

Government of Canada (Treasury
Board)

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(scientific research group)

Jan. 23

Government of Canada (Treasury
Board)

Public Service Alliance of Canada
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Government of Canada (Treasury
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Canadian Union of Public Employees (CLC) (outside employees)		
Firefighters (AFL-CIO/CLC)		
Canadian Union of Public Employees (CLC) (inside employees)		
Canadian Union of Public Employees (CLC) (outside employees)		
Canadian Union of Public Employees (CLC)		
The London Police Association (Ind.)		
Canadian Union of Public Employees (CLC) (office and clerical employees)		
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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
/ " TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING APRIL 1975



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 26 collectively bargained settlements in Ontario's industries in April 1975. It also includes an addendum of 2 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

May 26, 1975

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Toronto

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FOOD AND BEVERAGE

Christie, Brown & Company Ltd. at Toronto - Local 426, Bakery & Confectionery Workers' International Union of America (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 550 employees, settled at the bargaining stage.

Wages:	Effective	<u>May 1/75</u>	<u>May 2/76</u>
	General Increases	75¢	70¢
	Service Helper (Sanitation Dept.)	\$5.05 (\$4.30)	\$5.75
	Baker	\$5.26 (\$4.51)	\$5.96

Shift Premium: Effective May 4, 1975, 20¢(19¢) per hour for all hours worked between 5 p.m. and 6 a.m. Effective May 2, 1976, 21¢ per hour.

Paid Holidays: Half day on New Year's Eve added for a total of 10½ days.

Paid Vacation: Effective in 1975, 3 weeks after 5(6) years and 4 weeks after 15(16) years.
Effective in 1976, 5 weeks after 24(25) years and 6 weeks (new) after 30 years.

Health and Welfare: Medical-Drug Plan - Family deductible reduced to \$25(\$50) for claims originating on or after Jan. 1, 1975.

Severance Pay A full-time employee with 2 years of service or more, (plant closing): whose employment is terminated by the Company as a direct result of the closing of the plant, will receive severance pay as follows:

<u>Service</u>	<u>Severance Pay</u>
2 years	1 week (unchanged)
4(5) years	2 weeks
8 years	3 weeks (new)
11(10) years	4 weeks
15 years	5 weeks (unchanged)
18 (20 or more years)	6 weeks
25 years or more	7 weeks (new)

General Foods Ltd. at Cobourg - Local P-1230, Canadian Food and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 18, 1975 to May 14, 1977, covering 800 employees, settled at the bargaining stage. (The previous contract was amended to terminate Dec. 28, 1974 instead of May 18, 1975.)

Wages:	Effective	<u>May 18/75</u>	<u>Nov. 16/75</u>	<u>May 16/76</u>
	General Increases	80¢	10¢	80¢
	Tradesman Adjustment (Machine Auditor, Mechanic AA, Electrician 1, Engineer 2nd Class)	10¢		
	General Labour /Janitor	\$5.25 (\$4.45)	\$5.35	\$6.15
	Electrician I	\$6.30 (\$5.40)	\$6.40	\$7.20
Settlement Bonus:	\$500 lump sum payment to all employees on strength as of the date of ratification having 1,200 or more hours of work during the period from Sept. 16, 1974 to May 17, 1975 inclusive. Employees with less than 1,200 hours will receive a pro-rated payment.			
Shift Premiums:	0-25¢-25¢ (0-22¢-22¢).			
Work on Paid Holiday:	Effective May 16, 1976, double time for all hours worked (time and one-half for first 12 hours and double time thereafter) in addition to holiday pay.			
Paid Vacation:	2 weeks after 1(2) year's service and 4 weeks after 12(15) years.			
Tool Allowance:	\$60(\$40) per year with \$120(\$80) maximum annual credits accumulation.			
Safety Shoes Allowance:	\$30(\$24) maximum per calendar year.			
Meal Allowance:	\$2.25(\$1.50).			
Employment Security Plan (new):	Effective June 1, 1975, an Employment Security Plan will provide a guarantee of an annual minimum number of hours of pay according to seniority. Details are now being finalized.			
Health and Welfare:	<u>Life Insurance and Disability Income Plan</u> - Effective June 1, 1975, amended to provide: (a) \$20,000 Term Life Insurance coverage; (b) \$2,000 Term Insurance coverage for employees who retire with 10 or more years of service. (c) Discontinuation of paid-up Insurance at age 45; (d) No reduction of Life Insurance coverage due to LTD payments;			

- (e) LTD benefits to age 65 from 8(10) years of service;
- (f) Allow employees to retain current insurance coverage of \$26,000 or \$32,000;
- (g) Employee cost for entire Plan \$4.50 per month, or \$5.85 and \$7.20 for increased coverage.

A. D. & D. Plan - Effective June 1, 1975, will reflect same coverage as the Insurance Plan at employee's option with no change in employee cost, i.e., 5¢ per \$1,000 insurance.

Weekly Indemnity - Effective June 1, 1975, supplemental benefit is increased to 55%(50%) of employee's basic rate of pay. Basic benefit 75% (unchanged).

Extended Health Plan - Effective June 1, 1975, deductible reduced to \$10/\$10(\$25/\$50). Plan pays 100%(80%) of remainder.

Major Medical provides coverage for private hospital room, private licensed hospitals, masseurs, speech therapy, out-of-province medical cost, \$40/year for eye glasses and \$250 lifetime contact lenses.

Dental Plan (new) - Effective June 1, 1975, the Blue Cross #7 plus Rider One Dental Plan with employer paying 50% of the cost. The employee pays \$2 per month Single, \$4 per month Family.

Retirement Plan: Effective June 1, 1975:

Employee contribution - Reduced to 3% of straight time earnings including shift differential less employee contributions to CPP.

Benefits -

For each year of credited service up to 30: $1.5\% \times \text{final average earnings for the period prior to Jan. 1, 1966}$ and $1\% \times \text{CPP base} + 1.5\% \times \text{excess of final average earnings over CPP base for period since Jan. 1, 1966}$.

For each year of credited service over 30: $.75\% \times \text{final average earnings}$.

Early Retirement - Unreduced pension at age 62.

Early Retirement Supplement - \$80 per year of credited service to a maximum of \$200 per month (previous maximum \$50/month).

Death Benefit - Changed to Spouse's Benefit from Widow's Benefit.

Nestle (Canada) Ltd. at Chesterville - Local 440, Retail Wholesale Dairy and General Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from Apr. 9, 1975 to Jan. 31, 1977, covering 220 employees settled at the mediation stage. (Previous agreement expired Jan. 31, 1975).

Wages:	Effective	<u>Apr. 6/75</u>	<u>Feb. 1/76</u>
General Increases		81¢	75¢
Group 4 (General Labour)		\$4.35 (\$3.54)	\$5.10
Group 5 (includes Electrician)		\$4.61 (\$3.80)	\$5.36
Group 5 (includes Engineer - 3rd Class)		\$4.91 (\$4.10)	\$5.66

Paid Vacations: 5 weeks (new) after 25 years.

Welfare: Life Insurance - Effective May 1, 1975, \$5,000(\$4,000).
Weekly Indemnity Plan - Effective May 1, 1975, benefits increase to \$90 per week, payable on a 1-4-52 basis (previously \$75 per week, payable on a 1-4-26 basis and \$50 per week for an additional 26 weeks).

PRIMARY METALS

Standard Tube Canada Ltd. at Woodstock - Local 636, United Automobile, Aerospace and Agricultural Implement Workers of America, (CLC): A 36-month renewal agreement effective from Jan. 2, 1975, to Jan. 3, 1978, covering 500 employees, settled after a work stoppage.

Wages:	Effective	<u>Jan. 2/75</u>	<u>Jan. 2/76</u>	<u>Jan. 3/77</u>
General Increases		40¢	25¢	25¢
COLA Fold-in		70¢		
Skilled Trades Adjustments		23¢	5¢	5¢
Inequity Adjustments (244 employees)		3¢ - 9¢		

Effective	<u>Jan. 2/75</u>	<u>Jan. 2/76</u>	<u>Jan. 3/77</u>
General Labour Grade "B"	\$5.05 (\$3.90)	\$5.30	\$5.55
J Journeyman	\$6.39 (\$5.06)	\$6.69	\$6.99

Cost-of-Living Allowance: 1¢ per hour for each 0.45(0.50) change in the Consumer Price Index, adjusted quarterly with no minimum and no cap. On Jan. 2, 1975, there was a 70¢ per hour COLA fold-in. At present, there is a 21¢ COLA float.

Shift Premiums: 0-20¢-25¢(0-17¢-22¢).

Paid Holidays: Two floating holidays added for a total of 14. If Heritage Day is made a statutory holiday, it will replace one of the new floating holidays.

Paid Vacation:

- 1 week @ 4%(2%) with less than 1 year's service
- 2 weeks @ 4% after 1 year (no change)
- 2 weeks @ 5% after 4(5) years*
- 3 weeks @ 6% after 6(7) years
- 3 weeks @ 7% after 10 years (no change)*
- 4 weeks @ 8% after 13(15) years
- 4 weeks @ 9% after 20 years (no change)*
- 5 weeks @ 10% after 23(25) years

* One additional week without pay is optional (new).

Health and Welfare:	Effective	<u>Jan. 2/75</u>	<u>Jan. 2/76</u>	<u>Jan. 3/77</u>
<u>Life Insurance</u>		\$9,000 (\$8,500)	\$9,500	\$10,000
<u>A. D. & D.</u>		\$8,000 (\$7,500)	\$8,500	\$9,000

Weekly Indemnity - \$120(\$95) on a 1-4-26(1-8-26) basis. Effective Jan. 1, 1976, the Company will register the Plan to meet maximum UIC benefits.

Dental Plan (new) - Effective Jan. 2, 1976, the Company will provide and pay the full costs of a plan equivalent to the Blue Cross #7 Dental Plan.

Pension Plan:	Effective	<u>Jan. 2/75</u>	<u>Jan. 2/76</u>	<u>Jan. 2/77</u>
Benefit per month per year of service				
Basic Pension		\$8.50 (\$6.25)	\$8.75	\$9.00
Supplementary		\$8.50 (\$6.25)	\$8.75	\$9.00
Disability Pension		\$9.30 (\$7.05)	\$9.55	\$9.80
Early Retirement		(a) with 30 years of service at age 57(58) without an actuarial reduction. Actuarial reduction $\frac{1}{2}$ of 1% between ages 58 and 63. (b) 10 years of service at age 57(58) with an actuarial reduction of $\frac{1}{2}$ of 1% ($5/8$ of 1%) between ages 57(58) and 63.		
<u>Present Pensioners</u> - Across the board adjustment of \$1.50 per month x number of years of credited service.				
<u>Present Pensioners Life Insurance</u> - \$1,600(\$1,400).				
<u>Transition and Bridge Benefit</u> - \$175(\$100) per month to eligible survivor at age 45(50).				
Supplemental Unemployment	In 1975:	(a) 6¢(5¢) when fund is at 80% or over 7¢(6¢) when fund is at 60% to 80% 8¢(7¢) when fund is below 60% (b) Maximum Trust Fund position is increased to \$250(\$200). (c) Maximum weekly benefit is increased to \$75(\$70).		
	In 1976:	(a) 7¢ when fund is at 80% 8¢ when fund is at 60% to 80% 9¢ when fund is below 60% (b) Maximum Trust Fund position is increased to \$300. (c) Maximum weekly benefit is increased to \$80.		
Safety Shoes:		\$12.50(\$5.00) per pair of safety shoes.		
Metrication:		During conversion period, the Company will make available Metric Tools. At the end of the conversion period, the Company will issue a set of approved Metric Tools to each Toolroom employee on a "once only" basis.		

MACHINERY

Black Clawson - Kennedy Ltd., at Owen Sound - Local 2469, Steelworkers (AFL-CIO/CLC): A 22-month renewal agreement effective from Apr. 13, 1975 to Feb. 5, 1977, covering 261 employees, settled at the mediation stage. (Previous agreement expired Feb. 5, 1975).

Wages:	Effective	<u>Feb. 6/75</u>	
General Increases		49¢	
Additional Adjustments		Job Class Increments will be increased as soon as possible, with the implementation of the Co-operative Wage Survey adjustments, at a fixed cost of 13.5¢	
Group 2 (includes General Labourer)		\$4.27 (\$3.78)	
Group 14 (includes Journeyman Machinist)		\$5.11 (\$4.62)	
Effective	<u>Feb. 6/76</u>		<u>Aug. 6/76</u>
General Increases		33¢	33¢
Additional Adjustments		Job Class Increments will be increased by 1¢	
Group 2 (includes General Labourer)		\$4.61	\$4.94
Group 14 (includes Journeyman Machinist)		\$5.57	\$5.90

Rates do not include the CWS adjustment which will be retroactive to Feb. 6, 1975. Previous rates, shown in brackets, include a 16¢ interim wage increase which became effective June 1974.

Shift Premiums: 0-20¢-28¢ (0-15¢-21¢).
Effective Feb. 6, 1976, 0-25¢-35¢.

Paid Vacations: 3 weeks after 8(9) years and 4 weeks after 19(20) years.
Effective Feb. 6, 1976, 3 weeks after 7 years, 4 weeks after
18 years and 5 weeks (new) after 30 years.

Pension Plan: Effective Jan. 1, 1976, a new non-contributory plan will be introduced to provide benefits of \$5 per month per year of service (the present pension plan is provided on a contributory basis, and members will have the option of continuing in this plan).

NON-METALLIC MINERAL PRODUCTS

Ready-Mix Companies at Ottawa - Local 230, International Brotherhood of Teamsters (Ind.): Six 24-month renewal agreements effective from March 1, 1975 to Feb. 28, 1977, covering 240 employees, settled at the mediation stage. (Previous agreement expired Feb. 28, 1975).

Wages:	Effective	<u>Mar. 1/75</u>	<u>Sept. 1/75</u>	<u>Mar. 1/76</u>	<u>Sept. 1/76</u>
	General Increases	50¢	40¢	45¢	40¢
	Labourer	\$6.13 (\$5.63)	\$6.53	\$6.98	\$7.38
	Mixer Truck Driver	\$6.23 (\$5.73)	\$6.63	\$7.08	\$7.48
	Class "A" Mechanic	\$6.58 (\$6.08)	\$6.98	\$7.43	\$7.83

Shift Premium: Effective April 27, 1975, 25¢ (15¢) per hour for maintenance and garage employees.

Hours of Work: Hours of work reduced to 42.5 (45) hours per week.

Overtime Pay: Time and one-half after 8-1/2(9) hours per day and 42.5(48) hours per week. Double time (previously time and one-half) for all hours worked on Saturday.

Paid Vacation: 4 weeks with vacation pay of 8% (6%) after 10 years.

Welfare: Dental Plan - Effective July 1, 1975, employer pays 100% of the premiums for a new dental plan - Blue Cross #7 with Rider #2.

Life Insurance and A.D.& D.- \$10,000 (\$8,000).

Weekly Indemnity Plan - Benefits increase to \$123 per week or maximum U.I.C. level (previously \$90 per week), payable on a 1 - 8 - 26 basis.

CHEMICAL AND CHEMICAL PRODUCTS

Union Carbide Canada Ltd. at Welland - Local 523, United Electrical, Radio and Machine Workers of America (CLC): A 12-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1976, covering 600 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	Apr. 1/75	July 1/75	Oct. 1/75	Jan. 1/76
General Increases		70¢	10¢	10¢	10¢
Additional Adjustment Tradesman Class "A"		20¢			
Yard Labourer	\$5.32 (\$4.62)	\$5.42	\$5.52	\$5.62	
Electrician "A"	\$6.79 (\$5.89)	\$6.89	\$6.99	\$7.09	
Lump Sum Payment:	\$125 across-the-board, plus \$75 to Class "A" Tradesmen.				
Shift Premiums:	0-19¢-25¢(0-17¢-23¢).				
Sunday Premium:	Time and one-half (85¢/hour) when Sunday forms part of regular work week.				
Paid Holidays:	If a designated holiday falls during an employee's scheduled vacation, the holiday is to be observed by the employee either the first working day before or after the scheduled vacation period. (Previously, the alternate day had not been specified.)				
Paid Vacation:	4 weeks after 10(12) years, 5 weeks after 20(22) years and 6 weeks after 30(32) years.				
Health and Welfare:	<u>Extended Health Care</u> - Semi-private coverage added.				

TRANSPORTATION

Air Canada, system-wide - Local 148, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 11, 1975 to Apr. 3, 1977, covering 7,250 employees, settled at the bargaining stage.

Wages:	Effective	Apr. 7/75	June 2/75	Apr. 5/76
General Increases		15%	23¢	10%
Top Rate Adjustment				6¢

	<u>Effective</u>	<u>Apr. 7/75</u>	<u>June 2/75</u>	<u>Apr. 5/75</u>
Janitor 1		\$4.47 (\$3.89)	\$4.70	\$5.17
Crew Chief		\$8.90 (\$7.74)	\$9.13	\$10.11
Longevity Pay:	Effective April 5, 1976, employees with 10 years of service will receive 4¢ per hour (unchanged) with an additional 1¢ per hour for each additional year of service (new) to a maximum payment of 10¢ per hour.			
Shift Premium:	Effective Apr. 5, 1976, 0-32¢-39¢ (0-29¢-36¢). Irregular shift - 43¢(40¢) per hour.			
Overtime/ Undertime:	New rates established for overtime/undertime purposes only, based upon a 37½ hour work week. All calculations of overtime will be performed using these rates.			
Paid Holidays:	One additional for a total of 11, to be Heritage Day if proclaimed, or St. Jean Baptiste for employees outside of Quebec, and August 1st holiday for employees in Quebec.			
Paid Vacations:	Effective in 1976, 4 weeks after 10(12) years of service. Effective immediately, employees with four or more weeks of vacation may take their allotments in two splits, instead of one in weekly increments only.			
Health and Welfare:	<u>Life Insurance</u> - Effective Apr. 1, 1976, coverage is increased to \$25,000(\$20,000), company paid. Coverage in excess of \$25,000, to a maximum of \$40,000 will continue to be shared on a 50/50 basis, 2½¢ per thousand dollars coverage paid by each party.			
Pension Plan:	Effective in 1975, all employees on pension will receive an increase of 7% on the first \$700 of pension.			
Travelling Expenses:	\$15.50(\$12.50) per day, \$7.75(\$6.25) per half day.			
Transportation Allowances:	Allowances in existence at some stations across the system are eliminated, as is the bus service in Dorval.			
Classification Adjustments:	Classification of "Certificated Load Agent" is incorporated in the agreement, resulting in an adjustment of 15¢ per hour in the classification of Load Agent.			
	Radio classification and Electrical classifications have been amalgamated into a single category without loss of seniority for employees working in aircraft overhaul in Montreal.			

Hamilton Street Railway Company and Canada Coach Lines Ltd. at Hamilton -

Division 107, Amalgamated Transit Union (AFL-CIO/CLC): Two 24-month renewal agreements effective from Apr. 1, 1975 to Mar. 31, 1977, covering a total of 800 employees. (600 with Hamilton Street Railway Company and 200 with Canada Coach Lines), settled at the conciliation officer stage.

Wages:

	<u>Effective</u>	<u>Apr. 1/75</u>	<u>Nov. 30/75</u>	<u>July 25/76</u>
Increases		90¢	50¢	15¢

These increases were applied at the Group 5 (Operator) level with established differentials above and below.

Job Group 1 (includes Janitor)	\$4.39-\$5.16 (\$3.74-\$4.40)	\$4.75-\$5.59	\$4.85-\$5.71
Job Group 5 (includes Operator)	\$5.19-\$6.10 (\$4.42-\$5.20)	\$5.61-\$6.60	\$5.74-\$6.75
Job Group 9 (includes Automotive Mechanic)	\$5.67-\$6.67 (\$4.84-\$5.69)	\$6.14-\$7.22	\$6.27-\$7.38

Settlement Pay:

\$235 for hourly rated employees on staff at Apr. 1, 1975 who worked full-time from July 1, 1974. Those with lesser service will receive pro rata lesser amounts if still on staff Apr. 1, 1975.

**Cost of Living
Allowance(new):**

1¢ per hour for each full 0.4 rise in the Consumer Price Index, triggered at 195.

**Responsibility
Premium:**

42¢(30¢) per hour when temporarily replacing a foreman or inspector.

**Overtime
(Operators):**

Overtime provisions for spare operators to be same as for regular operators.

**Premium Pay
(Operators):**

Spread premium, regular work - Time and one-half after the tenth hour (time and one-quarter after tenth hour; time and one-half after eleventh hour).

Spread premium, spare board work - After the tenth hour, time and one-ninth (time and one-sixteenth); after the eleventh hour, time and one-sixth (time and one-eighth); after the twelfth hour, time and one-third (time and one-quarter); after thirteenth hour, time and one-half (no change).

Spread premium not to be offset against weekly overtime premium.

Sunday premium on first 8½ hours not to be offset against weekly overtime premium.

Bonus for Trainers (Operators):	35¢(25¢) per hour.
Shift Premiums (Maintenance):	0-15¢-20¢ (0-12¢-12¢).
Call-Back Pay (Maintenance):	Minimum call-out 3 hours (2 hours minimum for call-outs between 6 a.m. and 9 p.m. and 4 hours minimum for call-outs between 9 p.m. and 6 a.m.).
Rest Periods (Maintenance):	Two (one) 10 minute rest periods per shift.
Meal Allowance (Maintenance):	\$3 for 3 hours or more (\$2 for 4 hours or more).
Tool Allowance (Maintenance):	\$40 and \$20 per year (\$30 and \$10 per year). Provision for eventual metric tool allowance.
Uniforms (Maintenance):	Provision for extra work shirts and pants.
Paid Vacation:	3 weeks after 5(7) years of service, 4 weeks after 13(15) years, 5 weeks after 20(22) years, and 6 weeks after 28(34) years.
Health and Welfare:	<u>Life Insurance</u> - An additional \$2,000 coverage is available after 6 years' service, for a total coverage of \$10,000. Up to \$3,000(\$2,000) paid up life insurance on retirement under the Pension Plan. Certain employees who by reason of age cannot join the Pension Plan will have \$100 paid-up group life insurance per year of service. (Previously \$1,000 with 10 years' service and \$2,000 with 15 years' service for non-members who retired at normal retirement date).
	<u>Weekly Indemnity and Long Term Disability</u> - (a) Short-term benefits \$123(\$107) per week on a 1-4-40 basis. (b) Long-term benefits \$460(\$400) per month until return to work, death or age 65. (c) Pension contributions are continued for employees with over 10 years' service.
	<u>Major Medical</u> - Blue Cross deductible reduced to \$10/\$20.
	<u>Dental Plan</u> (new) - If 75% of eligible employees enrol, the proposed plan, subject to certain deductibles, will pay 50% of all dental expenses. Premiums will be paid 75% by the Company and 25% by the employee.
	<u>Medical Examinations</u> - Required medicals taken on own time will be compensated for by up to 2 hours' pay (new).
Pension Plan:	<u>Retirement Gratuity</u> (new) - 2 month's pay for a retiree with 30 years' service at age 62.
	<u>Union-Management Committee</u> - A joint committee set up to review pension matters.

Bereavement Leave:	Extended to include bereavement of brother-in-law, sister-in-law and grandparents for up to 3 working days' paid leave.
Jury Duty (new):	Provision made to cover loss of pay or personal time.

ELECTRIC POWER, GAS, AND WATER UTILITIES

Ontario Hydro, province-wide - Local 1000, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1977, covering 13,350 employees, settled at the mediation stage.

Wages:	Effective	Apr. 3/75	Oct. 2/75	Apr. 1/76
	Increases	3% - 6%	3%	8.5%*
	Labourer Gr. 1 (after 6 months)	\$5.03 - \$5.59 (\$5.27)	\$5.76	\$6.25
	Lineman and Electrician	\$7.78 (\$7.34)	\$8.01	\$8.69
	Salary Grade 55 (includes clerk stenographer and keypunch operator)	\$209.71/wk (\$202.08)	\$216.00	\$234.36

Cost-of-Living Allowance: * The increase of 8½% on April 1, 1976 represents a cost-of-living prepayment. If during the second year of the contract, the consumer price index moves 10% over the figure published in April, 1976, there will be a further 1½% general wage increase. Should the CPI go higher, the current formula of 3% for each 3% rise in the CPI will apply.

Shift Premiums: 0 - 22¢ - 27¢ (0 - 19¢ - 23¢).

Paid Vacation: In 1975, 4 weeks after 14(15) years' service and 5 weeks after 20(25) years.

In 1976, 4 weeks after 12 years.

If an employee is called back from vacation or a scheduled vacation is cancelled, the employee receives premium rates or time and one-half, whichever is greater, for all cancelled vacation up to a maximum of seven calendar days.

Standby, Service On statutory holidays, on-call and service duty pay will be 57¢(38¢) per hour for a full 24 hour period. All Pay: other times, 38¢ per hour.

Meal Allowance: \$3(\$2).

Relief Work: Weekly salaried staff who have relieved in a higher grade for 3(5) consecutive working days are paid the higher job grade for the full period.

Safety Boot Allowance: Employer pays 50%(33 1/3%) to a maximum of \$20(\$12) for safety boots.

Transportation and Moving Expenses: For employees moved at management's request:

Disturbance Allowance	\$ 350(\$300)
Trailer Allowance	\$125(\$ 80)
Maximum Legal Fees	\$450(\$350)
Maximum Real Estate Brokerage	\$2,000(\$1,000)
Maximum Allowance for Breaking a Lease	\$ 350(\$300)

If an employee sells a mobile home, as distinct from house trailer, he is considered to have sold his residence (new).

For employee initiated moves, the maximum payment for legal fees, real estate brokerage, and allowance for breaking of a lease will be 50% of those noted above to maximum of \$1,000(new).

Health and Welfare: Dental Plan (new) - Effective approximately July 1, 1975, a plan equivalent to the Blue Cross Dental Plan #7 will provide benefits up to amounts outlined in the 1975 Ontario Dental Association schedule of fees. The employer will bear the full cost of the plan.

Long Term Disability Plan (new) - Effective about Oct. 1, 1975, the plan will provide for regular employees an income of 60% of their basic wage rate payable after expiry of all sick leave, or six months from the date of disability, whichever is the longer. This will supersede the current coverage in the Pension Plan for all present employees.

Disabled employees will continue to accrue credit in the Pension Plan without any contribution by them. Health Plan and Basic Life Insurance coverage will also be continued without charge.

Pension Plan: Early retirement for male employees with 25 years of service will be improved Jan. 1, 1976 with retirement at full pension permitted at age 60(63).

All females hired after Jan. 1, 1976 will be treated the same as males. Present female staff will continue to enjoy preferential retirement provisions, i.e., retirement on full pension at age 60 with 25 years service.

The present rules providing widows' pensions for male employees have been extended to surviving spouses of female employees.

Scarborough Borough Public Utilities Commission (Hydro Division, Water Works Division, Garage Division) - Local 636, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 12-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1976, covering 220 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>Apr. 1/75</u>	<u>Oct. 1/75</u>
General Increases		10%	4%
Additional Adjustments	Some classification adjustments; 1% for Sub-Foreman and Journeyman-Substations, Journeyman Lineman and Sub-Foreman-Line Maintenance and Construction		1% for Sub-Foreman and Journeyman - Substations, Journeyman Lineman and Sub-Foreman Line Maintenance and Construction
Labourer	\$5.31 (\$4.83)		\$5.52
Journeyman Lineman	\$7.44 (\$6.69)		\$7.81
Probationary period is 120 working days (previously 90 calendar days).			
<u>Shift Premiums:</u>	0 - 22¢ - 24¢ (0 - 18¢ - 20¢) for all employees except General Maintenance and Lubricator classifications, Garage Division and Street Light Patrol classification, and Hydro Division.		
Lead Hand Premium:	6%, when responsible for a work unit consisting of designated Lead Hand, truck and 2 or more additional employees (previously 20¢ per hour when work unit includes 2 additional employees and 25¢ per hour when work unit includes 3 or more additional employees).		
<u>Standby Pay:</u>	\$25(\$20) for a normal 2 day weekend and \$12(\$10) for each additional 24 hours of standby.		
<u>Sick Leave:</u>	Effective Mar. 31, 1975, vesting of sick leave credits is terminated. Employees receive lump sum payment for 50% of accumulated sick leave credits up to a maximum of 130 working days.		
<u>Welfare:</u>	<u>Dental Plan</u> - Employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7.		
	<u>Long Term Disability Plan</u> - Effective May 6, 1975, a new plan provides benefits of 66 2/3% of earnings, payable from the 5th month, up to a maximum monthly benefit of \$1,500 without medical evidence and \$2,000 with medical evidence.		
<u>Meal Allowance:</u>	\$3.00 (\$2.50) for employees required to work one hour after a regular shift and for each 4 hours thereafter, or after 4 hours during call-in.		

EDUCATION AND RELATED SERVICES

The Waterloo County Board of Education at Kitchener - Non-Academic Staff Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 210 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>
	Increases	\$834 - \$2,594 per year.
	Level 3 (Includes Clerk)	\$5,804 - \$7,700 (\$4,648 - \$6,364)
	Level 11 (Includes Senior Buyer)	\$11,316 - \$14,947 (\$9,509 - \$12,353)
	Probationary period is 6 months. Maximum rates may be reached within 36 months, after six 6-month increases based on merit (previously annual increases based on merit).	
Overtime Pay:	Employees may take time off on the basis of time and one-half in lieu of overtime pay (new).	
Paid Vacations:	5 weeks (new) after 20 years.	
Bereavement Leave:	Father, mother, sister and brother are included in up to 5 day's paid leave to attend funeral (previously included in 3 days' paid leave). Grandparents, brother-in-law and sister-in-law are included in up to 3 day's paid leave to attend funeral (previously included in 1 day's paid leave).	
Sick Leave:	Upon termination of employment due to retirement on an OMERS pension, employees with 10 years' service or more receive \$28 (\$25) per unused day of sick leave up to a maximum of \$3,360 (\$2,500) but not to exceed $\frac{1}{2}$ of employee's salary at retirement.	
Welfare:	<u>Semi-Private Hospitalization</u> - Employer pays 80% of cost of premiums for semi-private hospitalization plan with no deductible (previously \$25 deductible).	

York University at Toronto - Local 1356, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from January 1, 1975 to December 31, 1975, covering 228 employees, settled at the mediation stage. (Previous agreement expired December 31, 1974).

<u>Wage:</u>	<u>Effective</u>	<u>January 1/75</u>
	Increases	52¢ - 84¢
	Cleaner 1	\$4.00 (\$3.48)
	Cleaner 2	\$4.60 (\$4.04)
	Trades 3 (includes Electrician)	\$7.50 (\$6.66)

Shift Premiums: 0 - 20¢ - 20¢ (0 - 15¢ - 20¢).

Paid Vacations: 4 weeks after 12(15) years.

Temporary Transfer: An employee temporarily filling a higher rated classification receives higher rate of pay after 1 hour (4 hours) in any one day in the new classification.

Meal Allowance: \$2.50 (\$2.00).

HEALTH AND WELFARE SERVICES

Metropolitan General Hospital at Windsor - Local 44, Ontario Nurses Association (Ind.): A 10½-month renewal agreement effective from Aug. 12, 1974 to June 30, 1975, covering 250 full-time and 53 part-time employees, settled at the bargaining stage. (Previous agreement expired Aug. 31, 1974).

<u>Wages:</u>	<u>Effective</u>	<u>July 1, 1974</u>	<u>Jan. 1, 1975</u>
<u>Full-time employees</u>			
<u>Monthly Rates</u>			
	Increases	\$150 - \$213	\$65 - \$98
	Additional Adjustments	One level is added to wage range	One level is added to wage range
	Graduate Non-Registered Nurse	\$815 - \$985 (\$665 - \$775)	\$880 - \$1,080
	Registered Nurse	\$850 - \$1,020 (\$700 - \$ 810)	\$915 - \$1,115

Apr. 1, 1975

Full-time employees
Monthly Rates

Increases	\$30
Graduate Non- Registered Nurse	\$910 - \$1,110
Registered Nurse	\$945 - \$1,145

July 1, 1974 Jan. 1, 1975

Part-time employees
Rates per Tour

Increases	\$ 8.63 - \$14.33	\$ 3.30 - \$ 3.31
Additional Adjustments	Adjustment in wage range	One level is add to wage range
Graduate Non- Registered Nurse	\$41.47 - \$50.12 (\$32.84 - \$35.84)	\$44.77 - \$54.95
Registered Nurse	\$43.25 - \$51.90 (\$34.57 - \$37.57)	\$46.56 - \$56.73

Apr. 1, 1975

Increases	\$ 1.47 - \$ 1.53
Graduate Non- Registered Nurse	\$46.30 - \$56.48
Registered Nurse	\$48.08 - \$58.26

Probationary period is 3 consecutive months. Maximum rates for full-time employees reached after 6(5) annual increases. Effective Jan. 1, 1975 maximum rates reached after 7 annual increases.

Maximum rates for part-time employees reached after 1,200 (440) tours. Effective Jan. 1, 1975 maximum rates reached after 1,400 tours.

Shift Premiums: Effective Aug. 12, 1974, 0 - \$1.50 - \$1.50 (0 - \$1.10 - \$1.10) per shift for full time nurses.

Standby Pay: Effective Aug. 12, 1974, \$7.50 (\$5.00) per tour.

Welfare: Life Insurance - Benefits increases to twice annual salary to the nearest \$500 for all employees unless lower coverage is requested by employee (previously benefits equal to twice annual salary for male employees and female employees who are principal wage earners, and \$2,000 for other female employees).

Mileage Allowance: 15¢ (10¢) per mile for employees using their own cars when called back to work.

Sunnybrook Hospital at Toronto - Local 777, Service Employees (AFL-CIO, CLC)
(office and clerical employees): An 18-month renewal agreement effective from April 1, 1975 to September 30, 1976, covering 284 employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1975).

Wages:	Effective	Apr. 1/75	Oct. 1/75	Apr. 1/76
General Increases		\$50 per month	\$50 per month	\$50 per month
Additional Adjustments		\$15 for Senior Telephone Clerk and Telephone Operator; \$19 for Unit Clerk	\$10 for Senior Telephone Clerk and Telephone Operator	
Junior Clerk Typist		\$576-\$636 (\$526-\$586)	\$626-\$686	\$676-\$736
Senior Accounting Clerk		\$692-\$797 (\$642-\$747)	\$742-\$847	\$792-\$897

Probationary period is 3 calendar months (30 worked days) and may be extended for a specified period (new). Maximum rates for Junior Clerk Typist reached after three 6-month increases and for Senior Accounting Clerk after three 12-month increases.

Wellesley Hospital at Toronto - Local 204, Service Employees (AFL-CIO/CLC)
(office and clerical employees): An 18-month first agreement effective from Apr. 1, 1975 to Sept. 30, 1976, covering 225 employees, settled at the conciliation officer stage.

Wages:	Lump sum payment of \$200 for all employees on payroll on Sept. 1, 1974 and date of ratification, pro-rated for new employees.		
Effective	<u>Apr. 1/75</u>	<u>Oct. 1/75</u>	<u>Apr. 1/76</u>
Increases	6.5%-17.0%	20¢-33¢	20¢-44¢
Additional Adjustments	Classification System Restructured		
Grade 1 (File Clerk)	\$3.54-\$3.91 (\$2.98-\$3.44)	\$3.85-\$4.22	\$4.16-\$4.52
Grade 8 (includes Senior Accounts Payable Clerk)	\$4.81-\$5.54 (\$4.23-\$4.93)	\$5.01-\$5.74	\$5.21-\$5.93
Maximum rates reached after 3 years.			
Shift Premiums:	0 - \$1.00 - \$1.00 per shift (new).		
Welfare:	<u>Long Term Disability Plan</u> - Employer pays 100% of the premiums for a new plan which provides benefits of 50% of earnings until age 65.		

PERSONAL SERVICES

Toronto Hotel Association - Local 280, Hotel and Restaurant Employees and Bartenders' International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Nov. 1, 1974 to Oct. 31, 1976, covering 800 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Nov. 1/74</u>	<u>Nov. 1/75</u>
<u>Weekly Rates (minimum)</u>			
	Waiter	\$112 (\$97)	\$124
	Tapman	\$157 (\$134)	\$173

Cost-of-Living Allowance(new): Effective April 1975, and at 6 month intervals thereafter, 1¢ per hour for each 0.5 rise over a 5 point rise in the Consumer Price Index, with the first payment based on the Oct. 1974 Index, for hours worked prior to April 1975.

Paid Holidays: Christmas and Good Friday added for a total of 9(7) days.

Pay for Work on a Holiday: Time and one-half for all hours worked in addition to holiday pay for all holidays as provided by the Employment Standards Act of Ontario. Should the Act be amended to exclude the hotel industry, pay for work on a paid holiday will revert to the provisions of the former contract (regular rate plus holiday pay or a day off in lieu).

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (communications group): A 12-month renewal agreement effective from Dec. 30, 1974 to Dec. 28, 1975, covering 850 employees, settled at the mediation stage.

Wages:	Effective	<u>Dec. 30/74</u>
	General Increase.	15%
CM-1		\$7,324-\$8,250 (\$6,369-\$7,174)
CM-7		\$12,682-\$13,881 (\$11,028-\$12,070)

Note: Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Shift Premium: 0-\$1.25-\$1.75(0-\$1.15-\$1.65) per shift.

Overtime Pay: Double time for work on a holiday following the second or subsequent day of rest on which the employee also worked (new).

Work on Paid Holiday: Double time for all hours worked (time and one-half for $7\frac{1}{2}$ hours, double time thereafter).

Standby Pay: \$3(\$2) for each 8 hour period or portion. Minimum of \$7 (\$6) on a day of rest or designated paid holiday.

Paid Vacation: 5 weeks after 28(30) years of service.

Bereavement Leave: Step-father, step-mother and foster parents added to "immediate family" for up to 4 days' paid leave.

Meal Allowance: \$2.50(\$2) after 3 hours overtime and \$1.75(\$1.50) after each additional 4 hour period.

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (general technical group): A 6-month renewal agreement effective from Apr. 1, 1975 to Sept. 21, 1975, with wage increases retroactive to July 1, 1974. The agreement covers 1,325 employees and was settled at the bargaining stage.

Wages: Effective July 1/74 June 30/75

General Increases

GT-1 - GT-4	11%	3%
GT-5 - GT-8	10.5%	3%

Annual Rates

GT-1	\$8,989-\$9,977 (\$8,098-\$8,988)	\$9,259-\$10,276
GT-8	\$25,531-\$28,461 (\$23,105-\$25,757)	\$26,297-\$29,315

Note: Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Shift Premiums: 0 - 16¢ - 23¢ (0 - 12½¢ - 18½¢).

Overtime Pay: Fishery Officers will be paid at time and one-half rate for overtime in excess of 52½(60) hours per week.

Park Wardens will be paid at straight time rate for all hours worked up to 75 hours over a two week period, time and one-half thereafter (new). Time and one-half for first day of rest, double time for work on the second day of rest where 2 days of rest are indicated by the schedule (new).

Standby Pay: One-half hour's pay for each 4 hour period (\$2 for each 7½ hours).

Paid Vacation: 5 weeks after 28(30) years of service.

Technological Change(new): The employer will provide as much advance notice as possible, but not less than 3 months, to the Alliance of any major technological change in equipment which would result in changes in the employment status or working conditions of employees.

Bereavement Leave: Stepfather and stepmother added to "immediate family" for up to 4 days' paid leave.

Other Paid Leave: A male employee will be granted 1 day's paid leave for birth or adoption of a child. The leave may be divided into 2 periods on separate days (previously maximum of 1 day within 7 calendar days).

Penological
Factor
Allowance:

The value of X is set at \$850 (unchanged).

<u>Degree of Contact</u>	Type of Institution		
	<u>Maximum</u>	<u>Medium</u>	<u>Minimum</u>
Continual	100%X	50%X	30%X (25%X)
Frequent (new)	50%X	30%X	20%X
Limited	30%X	20%X	10%X (new)

Meal Allowance: \$2.50 (\$2.00) after 3 hours overtime, \$1.75 (new) after 4 hours additional overtime.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(hospital services group): A 20-month renewal agreement effective from Apr. 23, 1975 to Dec. 26, 1976, with wage increases retroactive to Dec. 30, 1974. The agreement covers 4,075 employees and was settled by arbitration.

Wages:

<u>Effective</u>	<u>Dec. 30/74</u>	<u>Aug. 11/75</u>	<u>May 17/76</u>
Average Increases	16.98%	10.84%	6.25%

Patient and Health Services Sub-Group

(Ontario Region)

Level 1	\$3.03-\$3.43 (\$2.34-\$2.61)	\$3.42-\$3.87	\$3.64-\$4.11
Level 5 (Orderly)	\$3.79-\$4.28 (\$3.21-\$3.63)	\$4.28-\$4.84	\$4.55-\$5.14
Level 7	\$4.24-\$4.80 (\$3.59-\$4.04)	\$4.79-\$5.42	\$5.09-\$5.76

Housekeeping, Dietary and Other Services Sub-Group

(Ontario Region)

Level 1	\$3.20-\$3.59 (\$2.39-\$2.69)	\$3.62-\$4.06	\$3.84-\$4.31
Level 9	\$5.12-\$5.75 (\$4.11-\$4.65)	\$5.79-\$6.50	\$6.15-\$6.90

Note: Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Shift Premium: Effective Apr. 3, 1975, 0 - 15¢ - 21¢ (0 - 10¢ - 15¢).

Standby Pay: \$3(\$2) for each 8 hour period or portion. Minimum of \$7 (\$6) on a day of rest or designated paid holiday.

Paid Vacation: 5 weeks (new) after 30 years of service.

Severance Pay: An employee with more than 2 years' continuous service, who is rejected on probation during a probationary period immediately following a second or subsequent appointment, receives severance pay of 1 week for each year of continuous service to a maximum of 27 weeks (new).

Meal Allowance: Effective April 23, 1975, \$2.50(\$2.00) for 3 or more hours of overtime immediately before or following scheduled hours; \$1.75 (new) for 4 hours or more additional overtime.

Northern Posting: A nursing assistant posted to a northern location receives one day per month compensatory leave and an allowance of \$50(\$30) per month in lieu of call-back pay and overtime.

Maternity Leave: Unpaid leave to maximum 37 weeks, 11 weeks (2 months) before and 26 weeks after termination of pregnancy.

Penological Factor Allowance:	<u>Type of Institution</u>		
	<u>Degree of Contact</u>	<u>Maximum</u>	<u>Medium</u>
Continual	100%X	50%X	30%X(25%)
Frequent (new)	50%X	30%X	20%X
Limited	30%X	20%X	10%X (new)

LOCAL ADMINISTRATION

Kitchener City Corporation - Local 68, Canadian Union of Public Employees (CLC)
(Public Works and Parks and Recreation): A 12-month renewal agreement effective from Feb. 7, 1975 to Feb. 6, 1976, covering 275 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Feb. 6, 1975).

Wages: Lump sum payment of \$200 for employees on payroll on date of signing of Memorandum of Agreement, pro-rated during 1974.

<u>Effective</u>	<u>Feb. 7/75</u>
General Increases	65¢
Additional Adjustments	10¢ - 16¢, inequity adjustments for some classifications
Class A (includes Labourer- after 90 days)	\$4.90 (\$4.25)
Class C (includes Maintenance 3)	\$5.87 (\$5.07)
Shift Premiums:	0-25¢-25¢ (0-18¢-18¢).
Standby Pay:	\$35(\$30) per week.
Paid Vacations:	4 weeks after 14(15) years and 5 weeks after 22(25) years.
Welfare:	Dental Plan - Employer pays 100%, as previously, of the premiums for Blue Cross No. 7 basic dental plan, based on the 1975(1974) Ontario Dental Association schedule of fees.

Ottawa City and Regional Municipality of Ottawa-Carleton - Local 503, Canadian Union of Public Employees (CLC): Two 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, with wage increases retroactive to Dec. 20, 1974. The agreements cover a total of 3,870 employees and were settled at the bargaining stage.

Wages:	<u>Effective</u>	<u>Dec. 20/74</u>
General Increase		18%
Labourer		\$4.71-\$5.05 (\$3.99-\$4.28)
Electrician 3		\$6.87 (\$5.49)

Annual Rates

Clerk 1	\$6,890.00-\$8,752.00 (\$5,840.12-\$7,417.02)
Property Officer 3	\$18,106.00-\$21,551.00 (\$15,350.66-\$18,263.70)

Hours of Work: Flexible working hours may fall between 7 a.m. and 7 p.m. (7 a.m. to 6 p.m.).

Shift Premium: Regular Shift - 7%(5%) where majority of hours fall between 7 p.m. (5 p.m.) and 7 a.m.

Rotating Shift - 7% for all shifts (previously 9 hours pay for 8 hours work for shifts ending between 1 a.m. and 5 a.m.).

Rotating Shift and Permanent Shift - Homes for the Aged - \$1.25 per shift where majority of hours fall between 5:30 p.m. and 8 a.m.

Regular Shift - Snow Removal - 7%(5%) if regular hours begin before 7 a.m. or end after 5 p.m. and for all hours on the 9 p.m. to 6 a.m. shift.

Sunday Premium: 7%(5%) for all regular hours worked.

Saturday Premium: 7% (new) for all regular hours worked.

Shift Change: If notice of a shift change is less than 1 week the employee will receive 4 hours pay straight time in lieu of notice (new).

Overtime Pay: Time and one-half rate (unchanged) plus premium (new).

Paid Vacation: 4 weeks after 12(14) years of service. No minimum carry-over (previously minimum of 3 days carry over).

Health and Welfare: Workmen's Compensation - The employer will pay 100% of premiums for life insurance, hospital, medical, long term disability and pension plan.

When an employee is able to return to light or modified duties the employer will attempt to provide such work and the employee will continue to receive the salary he was receiving the day of the accident or injury. Should it be determined that the employee will never be able to perform his former job, the employer will retrain him for another job either with the employer or with another employer.

Special Leave: 3 days per annum non cumulative (unchanged) may be taken in $\frac{1}{4}$, $\frac{1}{2}$ or full days (new). Special leave will no longer be deducted from sick leave (previously the employee had to have sufficient sick leave to entitle him to special leave).

Special leave provision extended to include legal and optical appointments and a sudden illness of an employee's spouse or child.

Transportation Allowance: 22¢ flat rate per mile (20¢ for first 5,000 miles and 16¢ thereafter).

Bereavement Leave: Extended to include grandchild and loco-parentis for up to 3 days' paid leave. 1(3) day's paid leave for bereavement of grandparents.

Jury Duty: While on jury duty an employee will be entitled to fees and salary (regular salary or fees, whichever was greater).

Safety Footwear: Annual allowance increased to \$30(\$10). Effective in 1976 the employer will provide safety footwear.

The Waterloo Regional Board of Commissioners of Police - Waterloo Regional Police Association (Ind.); A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 381 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

	<u>Effective</u>	<u>Jan. 1/75</u>
Wages:	General Increases	16.8%
	Constable 3rd Class	\$13,082 (\$11,200)
	Constable 1st Class	\$15,650 (\$13,400)
	Staff Inspector	\$23,010 (\$19,700)
Shift Premium:	\$150 per year in lieu of shift premium for employees who work 3 shifts and \$100 for employees who work 2 shifts. (Previously \$100 per year in lieu of shift premiums for all employees).	
Service Pay:	\$70 (\$60) for each five years of continuous service.	
Court Time Pay:	Minimum of 16(12) hours pay if required to attend court during vacation and 6(4) hours pay if required to attend court on time off or night shift.	
Welfare:	<u>Dental Plan</u> - Employer pays 75% of premium for new Blue Cross dental plan #9 based on the 1974 Ontario Dental Association schedule of fees.	
Plainclothes Allowance:	\$425 (\$375) per year for clothing.	

Windsor City Board of Commissioners of Police - Windsor Police Association (Ind)
A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 365 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1, 1975</u>
	General Increases	15.75%
	Constable	\$13,880
	Third Class	(\$11,991)
	Constable	\$16,001
	First Class	(\$13,824)
	Inspector	\$20,786
		(\$17,958)
Pay for Change of Shift:	Members required to change shift without 24 hours notice receive an additional 4(3) hours pay at the regular rate.	
Plainclothes Allowance:	\$450 (\$400) per year.	
Pension Plan:	Effective Dec. 1, 1975, Early Retirement Benefit (Supplement Type 3) will be provided to permit a member, with 30 years' service or a member who is declared unable to perform the duties of his employment, to retire within 10 years prior to normal retirement date, without actuarial reduction in benefits.	

CONSTRUCTION

Grand Valley Construction Association - Local 1081, Labourers (AFL-CIO/CLC)
A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 560 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Aug. 1/75</u>
	General Increases	55¢	35¢
	Labourer	\$6.10 (\$5.55)	\$6.45
	Effective	<u>May 1/76</u>	<u>Aug. 1/76</u>
	General Increases	55¢	15¢
	Labourer	\$7.00	\$7.15

CONSTRUCTION

Windsor Mechanical Contractors Association - Local 552, Plumbers (AFL-CIO/CLC):
A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 300 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	91¢	77¢
	J Journeyman Plumber	\$8.64 (\$7.73)	\$9.41
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	68¢	59¢
	J Journeyman Plumber	\$10.09	\$10.68

ADDENDUM

This addendum consists of one settlement ratified in December, 1974 and one in March, 1975.

TEXTILE

The Dobbie Industries Limited, Woollen and Fabric Division at Cambridge - Local 208, National Council of Canadian Labour (Ind): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 240 employees, settled at the bargaining stage and ratified in December 1974. (Previous agreement expired April 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	20¢	5¢
	Finishing Operator 1	\$3.26 (\$3.06)	\$3.31
	Electrician	\$4.73 (\$4.53)	\$4.78

Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
General Increases	30¢	5¢
Finishing Operator 1	\$3.61	\$3.66
Electrician 1	\$5.08	\$5.13

ELECTRICAL PRODUCTS

Sangamo Company Limited at Toronto - Local 1755, Machinists (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 29, 1975 to Apr. 11, 1977, covering 282 employees, settled at the bargaining stage, and ratified in Mar. 1974. (Previous agreement expired Mar. 30, 1975).

Wages:	Effective	<u>Mar. 29/75</u>	<u>Apr. 3/76</u>
General Increases		16%	7%
<u>Day Work Rates and Guaranteed Rates</u>			
Labour Grade 10 (includes Benchworker)	\$3.65 - \$4.03 (\$3.15 - \$3.47)	\$3.91 - \$4.31	
Labour Grade 1 (includes Maintenance Electrician)	\$5.74 - \$6.33 (\$4.95 - \$5.46)	\$6.14 - \$6.77	

Probationary period is 60 days worked within a 12-month period. Maximum rates reached after four 3-month increases.

Cost-of-Living Allowance: Effective July 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100), commencing with the comparison of the Sept. 1975 and Mar. 1975 Indexes, to be adjusted quarterly, up to a maximum of 25¢ over the term of the agreement.

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Canada Travail
Canada



Ontario

CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
// (TORONTO)

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING MAY 1975



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 47 collectively bargained settlements in Ontario's industries in May 1975. It also includes an addendum of 6 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

June 26, 1975

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FOOD AND BEVERAGE

Laura Secord Candy Shops Ltd. at Scarborough - Local 264, Bakery and Confectionery Workers International Union of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1977, covering 550 employees, settled at the mediation stage.

Wages:	Effective	Apr. 1/75	Apr. 1/76	Oct. 1/76
	General Increases	45¢	30¢	25¢
Classification				
Adjustments:				
	Shipper & Receiver	25¢		
	Lift Truck Operator	25¢		
	Set-up-man	45¢		
	Mogul placer, Sander	10¢		
	Truck Driver	30¢	5¢	
	Stationary Engineer			
	2nd Class	10¢		
	Group 1 (includes General Helper)	\$3.10 (\$2.65)	\$3.40	\$3.65
	Group 8 'A' (includes Electrician)	\$5.95 (\$5.50)	\$6.25	\$6.50

Note: Previous rates include 1974 economic adjustments.

Probationary Period: 45(60) days.

Shift Premiums: 0-15¢-20¢(0-10¢-15¢).

Paid Holidays: January 2nd added for a total of 10.

If holiday falls during an employee's vacation then by mutual agreement he will receive an extra day's pay in lieu of the holiday or an extra day with pay will be added to his vacation (previously employee received an extra day's pay).

Paid Vacation: 3 weeks after 7(8) years' service, 4 weeks after 17(18) years and 5 weeks after 25 years (unchanged). Effective in 1976, 3 weeks after 6 years and 4 weeks after 16 years.

Health and Welfare: Weekly Indemnity - 66 2/3% of weekly pay to a maximum of \$123 per week on a 1-8-26 basis (60% of weekly pay to maximum of \$75 per week on a 1-8-20 basis).

Drug Plan - Deductible reduced to \$10/\$20(\$25/\$50) with 100%(80%) of remainder paid.

Bereavement Leave: Grandmother and grandfather added for up to 3 days' paid leave. One day's paid leave to attend funeral of brother-in-law or sister-in-law (new).

Seniority: Seniority continues during lay-off, sickness or accident for 12(6) months, or the length of employee's service, whichever is shorter.

Meal Allowance (new): \$1.50 after 2 hours' overtime, if not notified the previous day.

Tool Allowance (new): \$35 per year maximum.

Safety Shoes Allowance(new): Employer contributes \$10 to a maximum of 1 pair per year.

Lead Hand Premium: 20¢ per hour over the highest rate in the group (previously all lead hands were paid Group 2 rates).

RUBBER

Mansfield-Denman General Company Limited, Industrial Products Division at Welland - Local 455, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1975 to May 31, 1978, covering 420 employees, settled at the bargaining stage. (Previous agreement expired June 1, 1975.)

Wages:	Effective	<u>June 1/75</u>	<u>June 1/76</u>	<u>June 1/77</u>
	General Increases	54¢	30¢	30¢
	Additional Adjustment	50¢ for skilled tradesmen, 15¢ for Banbury operators, com-pounders millmen, 7¢ for mechanical rubber goods molder.	25¢ for skilled tradesmen	
	Janitor	\$4.27 (\$3.73)	\$4.57	\$4.87
	Electrician	\$5.97 (\$4.93)	\$6.52	\$6.82

Cost-of-Living Allowance: Effective August 1976, new cost-of-living provision of 1¢ per hour for each 0.45 points that the previous 3 month average of the Consumer Price Index (1961=100) exceeds the base of the average Index for the months of March, April, and May 1976, increased by 3.5%, to be adjusted quarterly. Effective August 1977, the base will be the average index for the months of March, April and May 1977, increased by 3.5%.

Shift Premiums: 0-15¢-20¢(0-10¢-15¢).

Vacation Pay: Minimum of \$125(\$85) per week vacation pay for an employee with one year's seniority or more who has worked a minimum of 3 months but been unable to work the full vacation year due to sickness or injury.

Welfare:

Life Insurance and A.D. and D. - \$9,500 for all employees (previously \$8,500 for male employees and \$7,000 for female employees).

Life Insurance for Retirees - \$4,500 for all retirees (previously \$4,000 for male employees and \$3,250 for female employees).

Survivor Income Benefit - Maximum payment of \$175 per month to a maximum total of \$4,200.

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings with a minimum of \$100 per week and up to a maximum of \$125 per week (previously \$90 per week for male employees and \$75 per week for female employees), payable on a 1-8-52 basis.

Extended Health Care Plan for Retirees - Benefits extended to past retirees.

Pension Plan:

Basic pension benefits of \$9.25(\$7.25) per month per year of service.

Type A supplementary pension provides benefits of \$8.00 (\$7.50) per month per year of service up to a maximum of 25 years.

The basic pension of an employee retiring between ages 55 and 62 with 30(37) years service or more, will be unreduced.

Supplementary Unemployment Benefit Plan:

Maximum funding is increased to \$750(\$350) per employee. Effective July 6, 1975, employer contributes a maximum of 10¢ (6¢) per hour.

Meal Allowance: \$1.50(\$1.00).

TEXTILE

Dominion Textile Ltd. at Long Sault (Long Sault Fabrics and Long Sault Yarns Ltd.) - Locals 468 and 469, United Textile Workers of America (AFL-CIO/CLC): Two 24-month renewal agreements effective from Feb. 26, 1975 to Feb. 15, 1977, covering 680 employees, settled at the conciliation officer stage.

Wages:	Effective	May 4/75	Feb. 22/76
General Increases			
	Incentive Plan Employees	37¢	21¢ plus 6.7¢/100 evaluation points (maximum 30¢)
	Hourly Paid Employees	42¢	24¢ plus 6.7¢/100 evaluation points (maximum 30¢)
	Fixers	42¢	26¢
	Tradesmen and Stationary Engineers	62¢	45¢
	Wage Supplement Fold-in	8% (Effective May 13, 1974)	
	Junior Laboratory Tester	\$3.384 (\$2.744)	\$3.644
	Maintenance Mechanic Class A	\$4.600 (\$3.686)	\$5.050
Retroactivity:	The cents per hour increases due May 4, 1975 are fully retroactive to Feb. 26, 1975 for all employees.		
Settlement Pay:	A lump sum payment of \$50 on Aug. 29, 1975 to all employees employed as of May 2, 1975.		
Cost of Living Allowance(new):	Effective Feb. 1976, 1¢ for each 0.5 change in the Consumer Price Index after a full 6% increase in the Jan. 1976 index, maximum 20¢ per hour per year, paid on a lump sum basis.		
Shift Premiums:	0-10¢-18¢(0-5¢-12¢).		
Paid Holidays:	Effective in 1976, Good Friday added for a total of 11.		
Paid Vacation:	3 weeks after 10(15) years of service and 4 weeks after 20(25) years. Also 2 weeks after 1 year (unchanged).		

Vacation Pay:	<u>Years of Continuous Service</u>	<u>Vacation Pay</u>
	1 to 4 years inclusive	4% (unchanged)
	5 to 7	5% (unchanged)
	8 & 9	6% (5%)
	10 to 12	6% (unchanged)
	13 & 14	7% (6%)
	15 & 16	7% (unchanged)
	17 to 19	8% (7%)
	20 to 24	9% (8%)
	25 & over	9.5% (8.5%)
Bereavement Leave:	3(1) days' paid leave for bereavement of son-in-law or daughter-in-law.	

PAPER AND ALLIED

American Can of Canada Ltd., at Marathon - Local 548, United Paperworkers International Union (AFL-CIO/CLC):	A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 500 employees, settled at the bargaining stage.	
Wages:	Effective	<u>May 1/75</u>
	General Increases	70¢
	Top Operators Adjustment	10¢
	Mechanical Adjustments	20¢
	Stationary Engineers Adjustments	15¢
	2nd Class	55¢
	3rd Class	25¢
	4th Class	15¢
	Local Rate Adjustments - Various Classifications	5¢-15¢
	Labourer	\$5.52 (\$4.82)
	Electrician "A"	\$7.46 (\$6.76)

Effective	<u>May 1/76</u>	<u>Sept. 1/76</u>
General Increases	40¢	20¢
Labourer	\$6.27	\$6.47
Electrician "A"	\$8.21	\$8.41

Note: Previous rates include an interim adjustment of 25¢ per hour effective Sept. 1, 1974.

Cost of Living Allowance: The COLA established Jan. 1, 1975 of 1¢ per 0.35 increase in the Consumer Price Index to continue during the life of the agreement.

Shift Premiums: Effective May 1, 1975 0-18¢-23¢(0-15¢-20¢). Effective May 1, 1976, 0-20¢-25¢.

Overtime Pay: Minimum 6 hours or double time (time and one-half) for employees called in during the designated statutory holiday period.

Double time (time and one-half) after 12 consecutive hours of work Monday through Saturday and after 8 hours on Sunday.

Paid Holidays: Effective May 1, 1976, one floating holiday added for a total of 8 floating holidays and 5 designated holidays.

Paid Vacation: 4 weeks after 13(15) years of service. Also 2 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 25 years and 6 weeks after 27 years (unchanged). Effective May 1, 1976, 5 weeks after 22 years.

Health and Welfare: Life Insurance and A. D. & D. - \$10,000(\$8,000) basic life insurance and \$10,000(\$8,000) basic accidental death and dismemberment insurance, company paid.

Supplementary insurance coverage for the same amounts as above is available to an employee for 40¢ per \$1,000 per month.

Accidental Death and Dismemberment coverage extended to 24 hours (previously only covered while at work.)

Long Term Disability - The offset on Canada Pension Plan disability benefit dependent allowance is eliminated.

Dental Plan (new) - Plan pays 50% of 1974 Ontario Dental Association fee schedule to maximum benefit of \$1,000 per calendar year per person. The Plan covers dependents. Employer pays full premium cost.

Pension Plan: For service starting Jan. 1, 1977, a member's monthly contribution will be 4% of all earnings to earn a monthly pension credit of $2\frac{1}{2}\%$ of total earnings (previously only on earnings over \$300).
Effective Jan. 1, 1976, all retirees and all those retiring before Jan. 1, 1977 will receive an additional \$20 per month.

Safety Shoe Allowance: \$4(\$3) per pair per employee, maximum 2(1) pairs per calendar year.

PRINTING AND PUBLISHING

Council of Printing Industries of Canada at Toronto - Local 91, International Typographical Union (AFL-CIO/CLC): A 25-month renewal agreement effective from Apr. 1, 1975 to Apr. 30, 1977, covering 795 employees, settled at the mediation stage.

	Effective	Apr. 1/75	Apr. 1/76
	General Increases	\$1.03	97¢
	Journeyman	\$7.60	\$8.57
	Compositor	(\$6.57)	

Night Shift Premium: Effective Apr. 1, 1975, 50¢(44¢) over basic day shift.
Effective Apr. 1, 1976, 55¢ per hour.

Apprentice Night Differential: 15% over current day rate to maximum of 50¢(44¢) per hour effective Apr. 1, 1975 and maximum 55¢ per hour effective Apr. 1, 1976.

Paid Holidays: Effective Apr. 1, 1976, one floating holiday added for a total of 10 paid holidays.

Paid Vacation: 3 weeks after 2(3) years' service. Also 2 weeks after 1 year and 4 weeks after 15 years (unchanged). In 1976, 4 weeks after 13 years.

Health and Welfare: Employer will contribute \$4.48(\$3.71) per week per employee to the CPI-TTU No. 91 Welfare Plan.

OHIP - Effective in June 1975 the employer will contribute \$11 per month for employees with dependents and \$5.50 per month for employees without dependents (new).

Pension Plan: Effective Apr. 1, 1975, employer contributes \$1.75(\$1.50) per shift per employee. Effective Apr. 1, 1976, employer contributes \$2 per shift.

Bereavement Leave: Mother-in-law and father-in-law added for 1 day's paid funeral leave.

Supplemental Agreement on Classifications (new): In the event that an employer expresses a need to employ persons at wages lesser than those set out, a joint committee will attempt to establish a supplementary agreement setting out the wages and conditions under which such persons may be employed. Failure of the Committee to reach agreement under this Article will not be subject to arbitration.

METAL FABRICATING

Dominion Bridge Company Limited at Toronto - Local 3390, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 16, 1975 to Mar. 15, 1977, covering 352 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 15, 1975).

Wages: Lump sum payment of \$204 for employees on payroll on date of ratification, pro-rated from Mar. 16, 1975 to date of ratification.

Effective	<u>Apr. 28/75</u>	<u>Mar. 16/76</u>
General Increases	65¢	60¢
Increments between Job Classes	12¢ (10¢)	14¢
Job Class 3 (includes Shear Helper)	\$4.35 (\$3.66)	\$4.99
Job Class 16 (includes Electrician)	\$5.91 (\$4.96)	\$6.81

Cost-of-Living Allowance: New cost-of-living provision of 1% of basic pay for each 1% increase in the Consumer Price Index if the Index rises 5% above the Mar. 1975 Index by Sept. 1975, to be adjusted semi-annually.

Shift Premiums: 0¢ - 20¢ - 25¢ (0 - 12¢ - 15¢).

Overtime Pay: Double time for all hours worked on Saturday, Sunday and holidays. (Previously time and one half for first 4 hours worked on Saturday).

Paid Vacations: 3 weeks after 6(8) years, 4 weeks after 16(18) years and 5 weeks (new) after 25 years.

Bereavement Leave: Grandchildren are included in one day's paid leave.

Welfare: Life Insurance - \$7,500 (\$6,000).

A. D. & D. - \$5,000 (\$4,000).

Weekly Indemnity - Benefits increase to \$90 per week, payable on a 1-1-4-26 basis. (Previously \$65 per week for the 1st 3 weeks and \$75 per week for the remaining 23 weeks). Effective Mar. 15, 1976, benefits increase to \$100 per week.

Dental Plan - Employer pays 100% of the premiums for a new Blue Cross #7 basic dental plan.

Pension Plan: \$6.00 per month per year of service (previously benefits of 1 1/4% of the average of employee's best 5 consecutive years' earnings times years of service). Effective July 1, 1975, \$6.50 per month per year of service.

Meal Allowance: \$2.00 (\$1.50) when 24 hours notice is not given and employee works a minimum of 1 hour and 18 minutes.

Safety Shoe Allowance: Employer pays 60% (50%) of the cost of safety shoes.

MACHINERY

Wabco Ltd. at Stoney Creek- Local 558, Electrical Workers (U.E.) (CLC) A 12-month renewal agreement effective from Apr. 23, 1975 to Apr. 22, 1976, covering 261 employees, settled at the mediation stage. (Previous agreement expired Apr. 22, 1975).

Wages:	Effective	<u>Apr. 23/75</u>	<u>Oct. 31/75</u>
	General Increases	70¢ - 92¢	10¢
	Labour Grade 2 (Basic Labour Rate)	\$4.877 - \$4.983 (\$4.177 - \$4.263)	\$4.977 - \$5.083
	Labour Grade 12 (includes Maintenance Electrician)	\$6.017 - \$6.356 (\$5.207 - \$5.526)	\$6.117 - \$6.456
	Labour Grade 14 (includes Gaugemaker)	\$6.356 - \$6.787 (\$5.526 - \$5.867)	\$6.456 - \$6.887

Probationary period is 60 worked days. Maximum rates for Labour Grades 1-6 reached after one 3-month increase, and for Labour Grades 7-14 after two 3-month increases.

Cost-of-Living Allowance: 20¢ cost-of-living allowance was folded into the wage rates for purposes of overtime pay only, and cost-of-living allowance withdrawn.

Shift Premiums: 0 - 20¢ - 20¢ (0 - 17¢ - 17¢).

Paid Holidays: One floating day is added for a total of 11(10).

Paid Vacations: 3 weeks after 5(6) years and 6 weeks (new) after 30 years. Employer has option to buy off 5th and 6th weeks.

Welfare: Life Insurance - \$8,000, \$10,000 or \$12,000 (\$8,000, \$9,000 or \$10,000).

A. D. & D. - \$10,000 (\$5,000), provided employee participates in Group Life Insurance plan.

Semi-Private Hospitalization - Employer pays 100% of the premiums for a new plan with a deductible of \$25, and a maximum of \$7.50 per day if employee is hospitalized outside Canada.

Major Medical Plan - Maximum payment of \$20,000 per individual per lifetime is eliminated.

Long Term Disability Plan - Benefits increase to 66-2/3% (60%) of weekly earnings, after 4(7) working days.

O.H.I.P. - Employer pays 72.7% (60%) of the premiums for O.H.I.P.

Pension Plan: \$8.00 (\$6.50) per month per year of service for employees who retire between Apr. 1975 and Apr. 1976, \$8.50 between Apr. 1976 and Apr. 1977, and \$9.00 on or after Apr. 1977.

Employees may retire at their own request or be requested to retire by the employer after reaching age 58(60).

Employees who elect to retire early receive no reduction in benefits to age 63(65), and thereafter a .2% reduction for each month that retirement precedes age 63 (65) down to age 62 and by .5% for each month that retirement precedes age 62.

Employees who are requested to retire early by employer have benefits reduced by .5% for each month by which retirement precedes age 60.

Bridge benefits of \$5.50 per month per year of service (previously flat amount of \$135 per month). Effective Apr. 1976, \$6.00. Effective Apr. 1977, \$6.50.

Minimum guarantee of \$200 (\$100) per month to age 65 is payable in the event of retirement due to permanent and total disability, for employees with 10 years' service or more.

Prescription Glasses: Employer pays \$40 every 2 years towards the cost of eye glasses or contact lenses (new).

Hearing Aid Allowance: Employer contributes towards the cost of hearing aids up to a maximum of \$200 per individual per lifetime (new).

ELECTRICAL PRODUCTS

RCA Limited at Renfrew - Local 533, Electrical Workers (I.U.E.) (AFL-CIO/CLC):

A 24-month renewal agreement effective from Mar. 1, 1975 to Feb. 28, 1977, covering 200 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Feb. 28, 1975).

Wages:	Effective	Mar. 1/75	Mar. 1/76
General Increases		32¢	25¢
Labour Grade 2 (Assembler)	\$2.675 - \$2.880 (\$2.355 - \$2.560)		\$2.925 - \$3.130
Labour Grade 15 (Maintenance Mechanic)	\$3.650 - \$4.020 (\$3.330 - \$3.700)		\$3.900 - \$4.270

Probationary period is 2 months. Maximum rates reached after four 3-month increases.

Cost-of-Living Allowance: Effective Mar. 1976, new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the May 1976 and Feb. 1976 Indexes, to be adjusted quarterly, up to a maximum of 20¢ over the term of the agreement.

Paid Holidays: One floating day is added for a total of 11(10).

Paid Vacations: 3 weeks after 5(7) years and 5 weeks (new) after 25 years.

Welfare: Weekly Indemnity Plan - Benefits increase to 66-2/3% (60%) of weekly earnings, up to a maximum of \$123 (\$113) per week, payable, as previously, on a 1-8-26 basis.

Major Medical Plan - Deductibles reduced to \$10(\$25) for single employees and \$20(\$50) for employees with dependents, with 100% (80%) of remaining expenses paid.

Semi-private Hospitalization - Coverage of \$6.00 (\$5.00) per day.

Severance Pay: New severance pay plan provides 1 day's pay per year of service for employees with 1-5 years of service, 1/2 week's pay per year of service for employees with 5-15 years of service, 1/2 week's pay per year of service plus 1 additional week's pay for employees with 15-20 years of service and 1/2 week's pay per year of service plus 2 additional weeks' pay for employees with 20-25 years of service.

Westinghouse Canada Ltd. at Hamilton - Local 504, United Electrical, Radio & Machine Workers of America (CLC): A 12-month renewal agreement effective from Apr. 23, 1975 to Apr. 22, 1976, covering 3,000 employees, settled at the mediation stage.

Wages:	Effective	<u>Apr. 23/75</u>	<u>Oct. 31/75</u>
Increases		70¢ - 90¢	10¢
Cola Fold-in		40¢	
Labourer		\$4.877 (\$3.777)	\$4.977
Tool & Die Maker		\$6.767 (\$5.467)	\$6.867

Cost of Living Allowance: No provision in this contract.

Shift Premiums: 0-20¢-20¢(0-17¢-17¢).

Paid Holidays: 1 floating holiday added for a total of 9 specified and 2 floating paid holidays.

Paid Vacation: 3 weeks after 5(6) years and 6 weeks (new) after 30 years. Also 2 weeks after 1 year, 4 weeks after 15 and 5 weeks after 25 years (unchanged).

Health and Welfare: Welfare Plans - One year agreement.
New employees will pay full cost of coverage for first 120 worked days and will then have Company's share of premiums refunded.

Life Insurance - Employees may choose no coverage or \$8,000, \$10,000 or \$12,000 coverage with Company continuing to pay premium for first \$6,000 (previously \$10,000 maximum).

A. D. & D. - Benefits increased to \$10,000(\$5,000) with Company continuing to pay the full premium.

O.H.I.P. - Employer will pay 72.7% of premium.

Supplementary Medical - Deductible of \$25 per year per family (unchanged).

Additional benefits:

Hearing aid - one time payment to maximum \$200.
Eye glasses or contact lenses - maximum \$40 per person every 2 years.
Full cost of semi-private hospital accommodation in Canada (previously ward coverage).

Long Term Disability Benefit Plan - Waiting period reduced to 4 working days (7 calendar days).
Benefits increased to 66 2/3%(60%) of weekly wage. Coverage for disabilities resulting from miscarriage or complications following pregnancy.

Pension Plan: Three year agreement.

	<u>1975</u>	<u>1976</u>	<u>1977</u>
<u>Basic Benefit</u> (month/year/service)	\$8.00 (\$6.50)	\$8.50	\$9.00

<u>Bridge Benefit</u> (month/year/service)	\$5.50	\$6.00	\$6.50
	Minimum \$150(\$135) per month.		

Early Retirement - At age 63 at employee request with no reduction in earned pension. Employees may retire at age 58 with reduction of .2% per month between ages 63 and 62 and .5% per month between ages 62 and 58.

Total and Permanent Disability Pension - Minimum increased to \$200(\$100) per month.

Vested Pension - Available at age 60 with a .6% per month reduction below age 65.

McGraw-Edison of Canada Ltd. (Power Systems Division) at Scarborough - Local 7134, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 15, 1975 to May 14, 1976, covering 290 employees, settled at the bargaining stage. (Previous agreement expired May 14, 1975).

Wages:	Effective	<u>Apr. 28/75</u>	<u>Nov. 15/75</u>
	General Increases	13%	3%
	Packer and Loader	\$3.71 - \$4.31 (\$3.28 - \$3.81)	\$3.82 - \$4.44
	Tool and Die Maker	\$5.14 - \$5.89 (\$4.55 - \$5.21)	\$5.29 - \$6.07

Probationary period is 3 months. Employees receive 5¢ every 4 weeks until Day Work Normal Rate is reached (after 12 weeks), a Mid-Point Rate is reached after an additional 4(5) months and Maximum Rate is reached after an additional 3(4) months.

Shift Premiums: 0 - 18¢ - 18¢ (0 - 16¢ - 16¢).

Paid Vacations: 3 weeks after 5(6) years, 4 weeks after 14(15) years and 5 weeks (new) after 27 years.

Bereavement Leave: 3(1) days' paid leave granted upon death of stepfather or stepmother.

Welfare: Drug Plan - Employer pays 100%(40%) of the premiums for Blue Cross Prescription Drug Plan.

Weekly Indemnity Plan - Benefits of 66 2/3% of weekly earnings up to a maximum of \$123 per week or UIC level, payable on a 1-4-26(1-5-26) basis.

Safety Shoe Allowance: Employer pays \$4.00(\$2.50) towards the cost of safety shoes.

Crouse-Hinds Canada Limited at Toronto - Local 124, Auto Workers (CLC): A 24-month renewal agreement effective from Mar. 13, 1975 to Mar. 12, 1977, covering 222 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 12, 1975).

Wages:	Effective	<u>Mar. 13/75</u>	<u>Mar. 13/76</u>
General Increases		15%	10%
Additional Adjustments		10¢ - 20¢ for skilled tradesmen	
Machiner Operator		\$3.98 - \$4.20 (\$3.46 - \$3.65)	\$4.38 - \$4.62
Electrician		\$6.10 - \$6.44 (\$5.17 - \$5.47)	\$6.71 - \$7.08

Probationary period is 40 days of work. Maximum rates reached after two 4-month increases.

Cost-of-Living Allowance: If the Consumer Price Index increases more than 8% between Mar. 1975 and Mar. 1976, employees will receive payment of an amount equal to 1¢ per hour per 0.5 change in the Index above 8% (new).

Shift Premiums: 0 - 15¢ - 20¢ (0 - 15¢ - 18¢).

Lead Hand Premium: 30¢ (20¢) per hour.

Paid Vacations: 3 weeks after 7(8) years, 4 weeks after 15(18) years and 5 weeks (new) after 25 years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$90(\$85) per week, payable, as previously, on a 1-1-4-26 basis. Effective Mar. 13, 1976, benefits increase to \$100 per week.

Major Medical Plan - Deductible of \$20 (previously \$25 per individual and \$50 per family).

NON-METALLIC MINERAL PRODUCTS

Dominion Glass Company Ltd. at Hamilton - Local 203, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from Mar. 29, 1975 to Mar. 28, 1977, covering 700 employees, settled at the mediation stage.

Wages:	Effective	Mar. 29/75	Mar. 29/76	Sept. 29/76
	General Increases	75¢	50¢	20¢

Classification
Adjustments:

Truck Driver	6¢
Tractor Trailer Driver	10¢

Groups VII and VIII were
reclassified to Group IX

General Labourer	\$4.76 (\$4.01)	\$5.26	\$5.46
Electrician	\$5.79 (\$5.04)	\$6.29	\$6.49

Cost of Living Allowance(new): Effective Apr. 1, 1976, 1¢ per hour for each 0.5 point rise in the Consumer Price Index. Payments, if any, will commence in the first pay period beginning in the month following the publication of the CPI for Apr., 1976 and will be based on the aggregate point advance in the CPI from Jan. 1976 to Apr. 1976. Thereafter, the allowance will be adjusted upwards or downwards quarterly based on the index as of July 1976, Oct. 1976 and Jan. 1977, with a cap of 15¢ during the life of the agreement. The COLA will apply only to regular hours worked and will not be used in computing overtime, premiums, or other benefits.

Shift Premiums: Effective March 29, 1975, 0-13¢-19¢(0-12¢-18¢).

Meal Allowance: \$1.75(\$1.50).

Paid Vacation: 4 weeks after 15(16) years of service. Also 2 weeks after 1 year, 3 weeks after 5 years and 5 weeks after 25 years (unchanged).

Tool Allowance: \$40(\$37.50) per year for employees required to supply and maintain their own tools valued at \$150 or more.

Uniform Allowance(new): The Company will pay the cost of shirts and pants for truck drivers.

Safety Equipment: The Company will pay 75%(50%) of the cost of prescription safety glasses as required up to a maximum of \$50 (previously no maximum) provided the glasses are purchased through the Company.

The Company will pay a subsidy of \$15(\$7.50) towards the cost of each pair of safety shoes purchased, with a maximum of one to three pairs per year depending on classification.

Health and Welfare: Weekly Indemnity - Plan pays 66 2/3% of U.I.C. maximum per week on a 1-4-26 basis. (Previously, the plan paid 66 2/3% of the employee's basic weekly wage to a maximum of \$107 per week.) The Company will retain all premium refunds to which it is entitled.

Maintenance of Premiums - Employer will pay the health and welfare premiums for 6 months for an employee who is off work due to illness.

L.O.F. Glass of Canada Ltd. at Collingwood - Local 252, Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Feb. 1, 1975 to Feb. 1, 1977, covering 300 employees, settled at the bargaining stage. (Previous agreement expired Feb. 1, 1975).

Wages:	Effective	Feb. 1/75	Feb. 1/76
General Increases	40¢ for production jobs; 51¢ for repair and maintenance jobs	20¢ for production jobs; 32¢ for repair and maintenance jobs	

Effective	<u>Feb. 1/75</u>	<u>Feb. 1/76</u>
Cost-of-Living Fold-In	20¢ cost of living was folded into wage rates, leaving a float of 5¢	
General Labourer	\$3.84 (\$3.24)	\$4.04
General Maintenance	\$4.75 (\$4.04)	\$5.07

Cost-of-Living Allowance: 1¢ per hour per 0.5 change in the average of the Consumer Price Indexes for the previous 3 months (1961=100) above the base of 174.0 (133.4) to be adjusted quarterly, up to a maximum of 55¢ (25¢) over the term of the agreement. 5¢ per hour cost-of-living allowance will be diverted to offset cost of premiums for a new dental plan.

Paid Vacations: 3 weeks after 5 (15) years.

Bereavement Pay: Effective Feb. 1, 1975, brother and sister included in bereavement pay of \$75 (\$60).

Welfare: Dental Plan - Effective Mar. 1975, employer will provide a new basic dental plan - Blue Cross No. 7, based on the 1974 Ontario Dental Association schedule of fees. The cost of premiums will be offset by 5¢ per hour diverted from cost-of-living allowance, plus any additional amount required.

Safety Shoe Allowance: \$20 (\$15) per year.

Pilkington Brothers (Canada) Ltd. (Pilkington Glass Mfg. Division) at Scarborough - Local 295, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 2, 1975 to Apr. 1, 1977, covering 720 employees, settled at the mediation stage.

Wages:	Effective	<u>Apr. 2/75</u>	<u>Apr. 2/76</u>
General Increases	70¢	50¢	
Skilled Trades Adjustment	15¢ except for painters who receive 46¢		12¢

Effective	<u>Apr. 2/75</u>	<u>Apr. 2/76</u>
COLA Fold-in	26¢	
Labourer	\$4.95 (\$3.99)	\$5.45
Electrician	\$6.30 (\$5.19)	\$6.92

Red Circle Rates:
Increased by 75% of base wage rate increase.

Cost of Living Allowance:
1¢ adjustment per 0.4 point change in the Consumer Price Index, calculated quarterly, with the first payment in the second quarter of the first year of the contract (same formula as in previous agreement). 15¢(10¢) cap, first year; 20¢(10¢) cap, second year.

Shift Premiums: 0-20¢-25¢(0-15¢-20¢).

Tool Allowance: Company to bear metrification costs on minimum tool kit.

Coverall Allowance(new): Millwrights, motor mechanics and pipefitters to receive \$35 on June 16, 1975 and again on June 16, 1976.

Paid Vacation: Improved the basis of calculating vacation pay for employees with seniority but less than 2 years continuous employment so that it is more representative of pay for the actual amount of vacation time taken. Workmen's Compensation Board time loss payments to be included in earnings for vacation pay calculation.

Separation Pay: An employee who accepts a cash settlement as replacement for his red circle rate is now eligible for separation pay.

Bereavement Leave: Definition of "immediate family" extended to include grandchildren and grandparents for 3 consecutive days' leave.

Health and Welfare: Major Medical Plan - Provides for semi-private (ward) hospital accommodation and \$60(\$40) for vision care.

Dental Plan - Increase in allowance for dental treatment due to personal injury causing damage to natural teeth, crowns, bridgework or dentures.

Weekly Indemnity - Sick pay will begin from the day of admission to hospital (previously 1-4-39 basis).

Pension Plan: Basic benefit is increased to \$7.50(\$5.75) per month per year of service in the second year. Those retiring in the first year receive \$7.50 from Apr. 2, 1976. Those presently retired receive an increase of 85¢ per month per year of service from Apr. 2, 1976.

CHEMICAL AND CHEMICAL PRODUCTS

International Minerals and Chemical Corporation (Canada) Ltd. at Port Maitland - Local 8252, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr.30, 1977, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired Apr.30, 1975.)

	<u>Effective</u>	<u>May 1/75</u>	<u>Nov. 2/75</u>	<u>May 2/76</u>
Wages:				
General Increases		60¢	5¢	10¢
Increments between Job Classes		10.5¢ (9.0¢)	11.0¢	11.5¢
Job Class 2 (includes Labourer)		\$4.655 (\$4.040)	\$4.710	\$4.815
Job Class 18 (includes Electrician)		\$6.335 (\$5.480)	\$6.470	\$6.655
	<u>Effective</u>	<u>Aug. 1/76</u>	<u>Oct. 31/76</u>	<u>Jan. 30/77</u>
General Increases		10¢	10¢	10¢
Increments between Job Classes		12.0¢	12.5¢	13.0¢
Job Class 2 (includes Labourer)		\$4.920	\$5.025	\$5.130
Job Class 18 (includes Electrician)		\$6.840	\$7.025	\$7.210
Cost-of-Living Allowance:	Effective May 2, 1976, new cost-of-living provision of 1¢ per hour per 0.35 change in the Consumer Price Index (1961=100) less 15¢ per hour (average hourly rate), commencing with the comparison of the Mar. 1976 and Dec. 1975 Indexes, to be adjusted quarterly.			
Shift Premiums:	0-20¢-25¢ (0-15¢-20¢).			
Sunday Premium:	90¢(80¢) per hour. Effective May 1976, \$1.00 per hour.			
Overtime Pay:	Double time (time and one-half) after 12 hours in any 24 hour period.			
Pay for Work on a Paid Holiday:	Double time (time and one-half) in addition to regular holiday pay.			

Paid Holidays: 3rd Monday in February, or Heritage Day if declared a statutory holiday, is added for a total of 11(10).

Welfare: Life Insurance and A.D. & D. - \$8,000(\$6,000). Effective May 1, 1976, \$10,000 .

Weekly Indemnity Plan - Effective May 22, 1975, benefits increase to \$125(\$113) per week, payable, as previously, on a 1-4-52 basis. Effective May 1, 1976, benefits increase to \$135 per week.

Semi-private Hospitalization - Coverage of \$7(\$5) per day for 180 days.

Dental Plan - Effective May 1, 1976, employer pays 100 per cent of the premiums for a new basic dental plan, which pays 80 per cent of expenses.

Pension Plan: \$8.00(\$6.50) per month per year of service.

Widows Pension - 50% of employee's accrued benefits in plan, provided employee has vesting (10 years). Benefit ceases upon remarriage.

Meal Allowance: Employer will provide a meal plus 75¢(50¢), or \$2.00(\$1.50).

Clothing Allowance: Employer pays 100 per cent of the cost of 5(4) units of clothing per year.

Safety Shoe Allowance: Employer pays \$15(\$8) per year towards the cost of safety shoes.

Tool Allowance: Employer's contribution towards the cost of tools is doubled. The amount contributed varies according to occupation. Allowance for Millwright is \$70(\$35) per year.

Dupont of Canada Ltd. at Maitland - Local 536, International Chemical Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 615 employees, settled at the bargaining stage.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>
	Increases	65¢ - 88¢	55¢ - 72¢
	Labourer	\$4.89 (\$4.24)	\$5.44
	Electrician Group I	\$6.51 (\$5.63)	\$7.23
<p><u>Note:</u> Interim cost of living adjustments are included in previous rates, Mar. 5, 1974 - 15¢ and Sept. 12, 1974 - 30¢.</p>			
Shift Premiums:	0-20¢-27¢(0-17¢-23¢); 8 p.m.-8 a.m. - 30¢ (new).		
Sunday Premium:	75¢(50¢) per hour.		
Lead Hand Premium:	Effective May 1, 1975 - 25¢(20¢) per hour. Effective May 1, 1976 - 30¢(25¢) per hour.		
Instructor Premium:	Effective May 1, 1975 - 25¢(20¢) per hour. Effective May 1, 1976 - 30¢(20¢) per hour.		
Other Special Assignment Premium(new):	Effective May 1, 1975 - 25¢ per hour. Effective May 1, 1976 - 30¢ per hour.		
Meal Allowance:	\$2.00(\$1.50).		
Safety Shoes:	Employer pays \$30 towards the cost of first pair each year and \$15 for each subsequent pair (previously \$12 per pair subsidy).		

MISCELLANEOUS MANUFACTURING

Greb Industries Ltd. at Kitchener - Local 308, United Shoe Workers of America (AFL-CIO/CLC): A 12-month agreement on wages as a result of a re-opener provision. The wage agreement is effective from Mar. 31, 1975 to Mar. 28, 1976 and was settled at the conciliation officer stage.

Wages:	Effective	<u>Mar. 31/75</u>
	General Increase	45¢
	Group E, Shoe Plant (includes Table Worker)	\$2.75 - \$3.35 (\$2.30 - \$2.90)
	Group A, Skate Plant (Toolmaker)	\$4.53 - \$5.23 (\$4.08 - \$4.78)

Note: Previous rates include an unscheduled 15¢ per hour add-on to compensate for the rise in the cost of living.

ELECTRIC POWER, GAS AND WATER UTILITIES

North York Borough Hydro Electric Commission - Local 11, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1977 , covering 212 outside employees and 75 inside employees, settled at the bargaining stage. (Previous agreement expired Mar. 31, 1975).

Wages:	Effective	<u>Apr. 1/75</u>	<u>Oct. 1/75</u>
General Increases		15%	4%

Office Employees

Group 1 (File Clerk)	\$157.98 - \$180.55 (\$137.37 - \$157.00)	\$164.30 - \$187.77
Group 3 (includes Clerk Typist)	\$195.57 - \$205.59 (\$170.06 - \$178.77)	\$203.39 - \$213.81
Group 10 (Programmer)	\$274.62 - \$292.12 (\$238.80 - \$254.02)	\$285.60 - \$303.80

Probationary period is 6 months. Maximum rates reached after 2 annual increases.

Maintenance Employees

Group 8 (includes Labourer)	\$ 5.09 - \$ 5.99 (\$ 4.43 - \$ 5.21)	\$ 5.29 - \$6.23
Group 3 (includes Lineman Journeyman)	\$ 7.62 (\$ 6.63)	\$ 7.92

Probationary period is 6 months. Maximum rates reached after two 6-month increases.

Effective	<u>Apr. 1/76</u>
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General Increases	8.5%*
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Office Employees

Group 1 (File Clerk)	\$178.27 - \$203.73
Group 3 (includes Clerk Typist)	\$220.68 - \$231.98
Group 10 (Programmer)	\$309.88 - \$329.62

Probationary period is 6 months. Maximum rates reached after 2 annual increases.

Effective Apr. 1/76

General Increases 8.5%*

Maintenance Employees

Group 8 \$ 5.74 - \$ 6.76
(includes
Labourer)

Group 3 \$ 8.59
(includes
Lineman
Journeymen)

Probationary period is 6 months. Maximum rates reached after two 6-month increases.

Cost-of-Living Allowance: *If during the second year of the contract, the Consumer Price Index increases by 10% above the Index published in Apr. 1976, employees will receive a further 1½% increase.

New cost-of-living provision of 3% for each 3% rise in the Index after the initial increase of 10%, to be adjusted semi-annually.

Shift Premiums: 0 - 22¢ - 27¢ (0 - 19¢ - 23¢).

Overtime Pay: Double time after 2 hours of overtime per day (previously for hours worked between 8.30 p.m. and 8.00 a.m.)

Paid Vacations: 4 weeks in the 14th (15th) year of service. Effective Apr. 1, 1976, 4 weeks in the 12th year of service.

Welfare: Dental Plan - Effective Oct. 1, 1975, employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7.

Pension Plan: Employer pays 100% of the premiums for new O.M.E.R.S. pension plan, phase 3.

Employees with 30 years' service or more may retire at age 55 with no actuarial reduction.

Meal Allowance: \$3.00 (\$2.50).

Toronto Hydro Electric System - Local 1, Canadian Union of Public Employees (CLC) (clerical and technical employees): A 24-month renewal agreement effective from Feb. 1, 1975 to Jan. 31, 1977, covering 500 employees, settled after a work stoppage.

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 1/75</u>	<u>July 1/75</u>
General Increases		21%	4%
<u>Weekly Rates</u>			
Clerk Gr. 1	\$133.60-\$195.65 (\$110.40-\$161.70)		\$138.95-\$203.50
Meter Reader	\$229.95-\$247.85 (\$190.05-\$204.85)		\$239.15-\$257.75
Tech. Asst. Gr. 4	\$301.65-\$346.90 (\$249.30-\$286.70)		\$313.70-\$360.80
<u>Effective</u>	<u>Feb. 1/76</u>	<u>Apr. 1/76</u>	
General Increases	8%	3.8%	
<u>Weekly Rates</u>			
Clerk Gr. 1	\$150.05-\$219.80		\$155.75-\$228.15
Meter Reader	\$258.30-\$278.35		\$268.10-\$288.95
Tech. Asst. Gr. 4	\$338.80-\$389.65		\$351.65-\$404.45

Note: Effective Feb. 1, 1974, the employees received a 9% increase instead of the 5% originally negotiated.

<u>Overtime:</u>	Shift and Non-Shift Employees - Time and one-half within the first 2(4) hours of regular stopping time and double time thereafter. No minimum period of overtime specified for qualification for overtime pay. (Previously, overtime was paid when an employee was required to work one-half hour or more of overtime.)
	Non-Shift Employees - Time worked in excess of 8-hour day during regularly scheduled meal period is paid at time and one-half rates (new).
	No employee may work continuously for more than 24 hours and a minimum of 8 hours must elapse before the employee is recalled for further work. An employee on continuous overtime until 1:00 a.m. and not later than 4 a.m. of a regular work day is allowed to remain away from work until 1 p.m. If he works past 4 a.m. he may remain away from work for the balance of the day. The employee is not paid for time not worked.

Severance Pay on Lay Off:	Entitlement to severance pay accumulates at the rate of one week's pay for every year of service (previously, for every year of service in excess of 5 years). Employees laid off due to a shortage of work and having more than 3(5) years' employment with the System are eligible to receive one week's straight time pay for each week of continuous lay off up to a maximum number of weeks equal to the number of years of service.
	Deleted from the previous agreement is the requirement for recovery of any severance payment should an employee accept a recall to work.
Rate on Temporary Transfer:	An employee who works for one day or more in a classification other than his own will receive his regular rate of pay except where the maximum of the relieved classification is higher than the maximum of his own. In this case, the employee will receive a one step increase or the minimum of the higher classification, whichever is greater.
Office Personnel:	Office personnel supplied through an agency and performing work done by employees covered by the agreement will not be utilized for longer than one month continuously at a specific job. In cases where a longer period is required, the Union will be informed of such extension and the reason for it.
Safety Equipment:	Designated employees required to wear safety footwear will be allowed up to \$30(\$25) per contract year to obtain and maintain them.
Other Provisions:	Cost of living allowance, call-back and standby pay, mileage and meal allowances, paid holidays and paid vacation, sick pay credit and pension plan are the same as reported above for the Toronto Electric hourly rated employees.

Toronto Electric Commissioners - Local 1, Canadian Union of Public Employees (CLC) (hourly rated employees): A 24-month renewal agreement effective from Feb. 1, 1975 to Jan. 31, 1977, covering 500 employees, settled after a work stoppage.

Wages:	Effective	<u>Feb. 1/75</u>	<u>July 1/75</u>
General Increases		21%	4%
Labourer		\$5.53-\$5.67 (\$4.57-\$4.69)	\$5.75-\$5.90
J Journeyman "A"		\$7.45 (\$6.16)	\$7.75

Effective	<u>Feb. 1/76</u>	<u>Apr. 1/76</u>
General Increases	8%	3.8%
Labourer	\$6.21-\$6.37	\$6.45-\$6.61
Journeyman "A"	\$8.37	\$8.69

Note: Effective Feb. 1, 1974, the employees received a 9% increase instead of the 5% increase originally negotiated.

Cost of Living Allowance(new): The negotiated increases for 1976 represent a cost of living prepayment. If, during the second year of the agreement the Consumer Price Index rises by 10% over the figure published in April 1976, there will be a further 1½% general increase. Thereafter, the formula of 3% adjustment for each 3% change in the CPI based on the April 1976 figure will apply.

Meal Allowance: \$3.00(\$2.50).

Mileage Allowance: 16¢(13¢) per mile. Employer pays up to \$100 per year to cover the difference in insurance cost between pleasure and business driving (new).

Overtime: Shift and Non-Shift Employees - Time and one-half within the first 2(4) hours of regular stopping time and double time thereafter.

Callback Pay: Shift and Non-Shift Employees - When called back on regular working day, time worked within the first 2 hours of regular stopping time is paid at time and one-half, and double time thereafter.

Public Holidays: When a shift employee's scheduled day off falls on an observed Public Holiday, he will receive one day in lieu (new).

Safety Equipment: \$30(\$25) allowance to each employee for the purchase, replacement or repair of safety footwear. Overhead Linemen, Overhead Troublemens and Overhead Foremen C, will receive an additional \$10 for a total of \$40.

Standby Pay: \$19(\$16) for a 2-day standby period; \$28.50(\$24.00) for a 3-day standby period, plus in both cases, regular overtime rates for overtime worked.

Paid Vacation: 3 weeks after 4(5) years of service, 4 weeks after 14(15) years and 6 weeks (new) after 30 years. Also 2 weeks after 1 year and 5 weeks after 25 years (unchanged).

Sick Pay Credit: Payment of deceased employee's sick pay credit will be made to dependents (new). If there are no dependents, to his estate.

Pension Plan: Effective Feb. 1, 1976 the employer will provide the O.M.E.R.S. Supplementary for Canada Pension Plan reduction factor. This Supplementary will be available to employees who retire on or after Jan. 31, 1976 (new).

RETAIL TRADE

Steinberg's Ltd. (Miracle Mart Division) in Ottawa and district, Ont. and Hull Qu  . - Local 486, Retail Clerks International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Jan. 6, 1975 to Jan. 5, 1977, covering 500 employees, settled after a work stoppage.

Wages:	Effective	<u>Jan. 6/75</u>	<u>Jan. 5/76</u>
	<u>Weekly Rates</u>		
	Clerk (start)	\$110 (\$100)	\$119
	Clerk (36 months)	\$151 (\$137)	\$163
	Senior Clerk (start)	\$158 (\$138)	\$171
	Senior Clerk (18 months)	\$174 (\$158)	\$188

Evening Premium: \$2.25(\$2) plus one hour meal period (unchanged) for employees scheduled to work between 6:30 p.m. and 10:30 p.m.

Christmas Bonus: One-half week's pay with 6 months' service (unchanged), three-quarters of a week's pay with 9 months' service (new), one week's pay with one year or more (unchanged).

Paid Vacation: 4 weeks after 10(12) years of service, 5 weeks (new) after 20 years. Also 1 day per month with less than 6 months' service, 1 week after 6 months, 2 weeks after 1 year and 3 weeks after 5 years (unchanged).

Health and Welfare:

Weekly Indemnity and Long Term Disability - 100% of salary for the first 10 days of absence (unchanged); 75%(70%) of base salary from the 11th day to a maximum of 39 weeks and 65%(60%) from the 40th week up to age 65.

Dental Plan - Employer will pay 7¢(5¢) per regular hour worked, maximum 40 hours per week.

Drug Plan (new) - Effective Jan. 5, 1976, a prescription drug plan will be established by the employer covering the cost, less a deductible of 50¢ per prescription, of all prescriptions for employees and their dependents.

Part-Time Employees

	Effective	Jan. 6/75	Jan. 5/76
Wages:			
Clerk (start)		\$2.43/hr. (\$2.20)	\$2.63
Clerk (36 months)		\$3.20 (\$2.90)	\$3.46
Overtime Payment:	\$2.25(\$2)	to employees who work overtime after 8 p.m. after completing an 8-hour shift.	
Vacation Pay:	With less than 5 years of service, vacation entitlement as determined by the relevant provincial legislation (previously 2 weeks after 1 year). With more than 5 years of service, 3 weeks (unchanged).		
Christmas Bonus:	\$10 for employees with 6 months of service (unchanged), \$15 for employees with 9 months of service (new), \$20 for employees with 12 months of service (unchanged).		
Health and Welfare:	<u>Dental Plan</u> - Employer will pay 7¢(5¢) per regular hour worked.		

HEALTH AND WELFARE SERVICES

Our Lady of Mercy Hospital at Toronto - Local 204, Service Employees (AFL-CIO/CLC): A 15-month first agreement effective from Jan. 1, 1975 to Mar. 31, 1976, covering 224 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Jan. 1/75</u>	<u>Aug. 1/75</u>	<u>Dec. 1/75</u>
	Increases	\$25 per month	\$65-\$93 per month	\$30-\$45 per month
	Housekeeping Aide	\$575-\$607 (\$550-\$582)	\$663-\$695	\$698-\$730
	Registered Nursing Assistant	\$702-\$742 (\$677-\$717)	\$795-\$835	\$835-\$870
	Mechanic	\$901-\$931 (\$876-\$906)	\$987-\$1,017	\$1,022-\$1,052

Probationary period is 3 calendar months. Maximum rates reached after 1 year.

Paid Vacations: 3 weeks after 5(7) years and 4 weeks after 15(17) years.

Sick Leave: Maximum accumulation for sick leave credits is 150(120) days.

Welfare: OHIP - Employer pays 100%(75%) of the premiums.

Extended Health Care Plan - Effective July 1, 1975, employer pays 50% of the premiums for a new extended health care plan, with deductibles of \$25 per individual and \$50 per family.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd. at Chalk River and Deep River - Atomic Energy Allied Council (AFL-CIO/CLC) (various unions): A 24-month renewal agreement effective from Jun 1, 1975 to May 31, 1977, covering 870 employees, settled at the bargaining stage.

Wages:	Effective	<u>June 1/75</u>	<u>June 1/76</u>
	Increases	64¢ - 83¢	49¢ - 74¢
	Labourer	\$4.55 (\$3.90)	\$5.10
	Electrician	\$6.53 (\$5.70)	\$7.27

Note: Previous rates increased by the incorporation of a \$500.00 lump sum payment effective Apr. 1, 1974.

Shift Premiums: 0-19¢-26¢(0-16¢-22¢).

Sunday Premium: 75¢(65¢) per hour.

Overtime: On first day of rest - Time and one-half for first 8 hours, double time thereafter (previously time and one-half for all hours worked.)

Paid Holidays: Effective in 1976, Jan. 2nd added for a total of 11.

Paid Vacation: 15 days after 3(4) years of service, 16 days after 13½ (14½) years, 17 days after 14(14½) years, 18 days after 14½(14¾) years, 21 days (new) after 22 years, 23 days (new) after 26 years, 24 days (new) after 28 years and 25 days (new) after 30 years. Also 10 days after 1 year (unchanged).

Health and Welfare: Life Insurance - Coverage increased to twice annual earnings - half under PSSA Part II with employer paying 1/6 of the cost and half under a separate group policy with employer paying 50% of the cost (previously coverage of one and one-half times annual earnings with employer paying 50% of the cost).
Hospital-Medical - Coverage for OHIP, Blue Cross Semi-Private and Extended Health. Employer contributes \$11(\$9.25) per month for single employees and \$22(\$20) for married employees.
Weekly Indemnity - 75%(66 2/3%) of earnings, no maximum, payable on a 1-4-26 basis.

Retirement Compensation: \$100 per completed year of continuous service, on retirement on immediate unreduced pension (new).

Pension Plan: Agreed to terminate the present plan and be covered by the Public Service Superannuation Act, including the transfer of funds in respect of past service.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (firefighters, supervisory and non-supervisory): A 24-month renewal agreement effective from Apr. 1, 1975 to Apr. 3, 1977, covering 1,470 employees, settled at the arbitration stage.

Wages:	Effective	<u>Apr. 1/75</u>	<u>Apr. 6/76</u>
General Increases		17%	12%
Firefighter			
Level 1		\$11,975-\$13,177 (\$9,926-\$11,262)	\$13,412-\$14,758
Level 6		\$16,274-\$18,515 (\$13,909-\$15,825)	\$18,227-\$20,737

Note: Bottom step of Level 1 has been dropped.

Paid Vacation: 5 weeks after 28(30) years' service. Also 3 weeks after 1 year and 4 weeks after 15 years (unchanged).

There were no significant changes in other provisions.

Government of Canada (Treasury Board) - Professional Association of Foreign Service Officers (Ind.): A 24-month renewal agreement effective from Mar. 24, 1975 to Mar. 20, 1977, covering 965 employees, settled at the bargaining stage.

Wages:	Effective	<u>Mar. 24/75</u>	<u>Mar. 22/76</u>
General Increases		12%	10.25%
Foreign Service Officer 1		\$13,583-\$18,767 (\$12,128-\$16,756)	\$14,975-\$20,691
Foreign Service Officer 3		\$27,113-\$36,468 (\$24,208-\$32,561)	\$29,892-\$40,206

Paid Vacation: 5 weeks after 28(30) years of service. Also 3 weeks after 1 year and 4 weeks after 15 years (unchanged).

Health and Welfare: Sick Leave -
When an employee has been granted more sick leave with pay than he has earned and is laid off, he is considered to have earned the amount of leave granted to him, if he has completed 2 or more years continuous employment at time of lay-off (new).

Severance Pay: 1 week's pay for each year of continuous employment to a maximum of 28 weeks, payable on retirement, or when an employee has attained age 55 (new) and is entitled to an immediate annual allowance.

Government of Canada (Treasury Board) - Letter Carriers Union of Canada (CLC)
Unit #2 (letter carriers and mail service couriers): A 24-
month renewal agreement effective from May 27, 1975 to
June 30, 1977, covering 15,350 employees, settled at the
post conciliation bargaining stage.

<u>Wages:</u>	<u>Effective</u>	<u>June 2/75</u>	<u>July 1/75</u>
	General Increases	70¢	30¢
	Letter Carriers	\$4.91-\$5.14 (\$4.21-\$4.44)	\$5.21-\$5.44
	Part-Time Letter Carriers *	\$4.96 (\$4.00)	\$5.26

<u>Effective</u>	<u>Jan. 1/76</u>	<u>July 1/76</u>
	General Increases	40¢
	Letter Carriers	\$5.61-\$5.84
	Part-Time Letter Carriers*	\$5.67

* See clause on boot allowance

Salary Supplement: \$609 will be paid to each full-time employee on strength from Jan. 1, 1975 to June 1, 1975 and will be reduced pro-rata for a full-time employee based on the number of days not entitled to pay or on leave without pay.

Part-time employees will receive a lump sum payment equal to 70¢ per hour for each hour worked during the period Jan. 1, 1975 to June 1, 1975 inclusive.

Cost of Living Allowance(new): Effective Jan. 1, 1976, 1¢ per hour for each 0.4 rise in the Consumer Price Index, calculated on a quarterly basis, with a 10¢ per quarter cap and cumulative to a maximum of 60¢.

Overtime Pay: Double time (time and one-half) for all hours worked on a day of rest.

Double time (time and one-half) for all hours worked on a paid holiday, in addition to holiday pay.

When a rest day is moved to another day and an employee is required to work on that day he will be guaranteed 5½ hours' work or pay in lieu of work at the rate of double time (time and one-half).

Paid Vacation: Effective Jan. 1, 1975, 4 weeks after 15(16) years of service, 5 weeks after 27(30) years. Also 3 weeks after 1 year (unchanged).

Effective Jan. 1, 1976, 4 weeks after 14 years of service.

Injury-on-Duty Leave: Paid leave to maximum of 130 days with any period of extension to be determined by employer (previously no maximum).

Boot Allowance: For full-time employees - Effective Jan. 1, 1975, maximum of \$100(\$84) per year.

Effective Jan. 1, 1976, maximum of \$125 per year.

For part-time employees - In lieu of boot allowance, effective Jan. 1, 1975, 5¢(4¢) per hour differential added to wage rates.

Effective Jan. 1, 1976, 6¢ per hour.

Glove Allowance: \$8.25(\$8) payable Oct. 1st of each year for full-time employees.

\$4.15(\$4) payable Oct. 1st of each year for part-time employees.

LOCAL ADMINISTRATION

Durham Regional Board of Commissioners of Police - Durham Regional Police Association (Ind.): A 12-month renewal agreement, effective from Jan. 1, 1975 to Dec. 31, 1975, covering 277 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>
	Increases	\$238.93 - \$3,837.89
	Constable 3rd Class	\$13,811.00 (\$12,318.90)
	Constable 1st Class	\$15,611.00 (\$13,400.00)
	Inspector	\$20,735.00 (\$17,798.53)

Bereavement Leave:	Sister-in-law and brother-in-law included in 3 days' paid leave to attend funeral.
Welfare:	<u>Long Term Disability Plan</u> - Benefits of 66 2/3% (75%) of monthly salary, up to a maximum of \$1,000 (\$750). <u>Dental Plan</u> - Effective May 1, 1975, employer pays 75% of the premium for a new basic dental plan.
Pension Plan:	An O.M.E.R.S. supplementary pension plan will provide benefits to produce a total pension of 1 3/4% of average annual salary for the highest average 60 consecutive months earnings times years of service up to a maximum of 35, reduced by 7% of the lesser of the highest average 60 consecutive months earnings.
	Employee may retire within 10 years of normal retirement date with no actuarial reduction, if declared medically unfit or with 30 years of service.
Plainclothes Allowance:	\$425 (\$375) per year.
<hr/> <u>Etobicoke Borough Corporation (Fire Department) - Local 1137, Fire Fighters (AFL-CIO/CLC)</u> : A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 345 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974.)	
Wages:	Effective <u>Jan. 1/75</u>
	Increases \$1,040-\$2,110 per year
	3rd Class \$12,505
	Fire Fighter (\$10,875)
	1st Class \$16,115
	Fire Fighter (\$14,010)
	Captain \$18,220
	(\$16,110)
Special Leave:	Employees will be granted leave of absence with pay to appear as a subpoenaed witness (new).
Education Allowance:	\$20 (\$10) per week for attending recognized courses at the Ontario Fire College.

Metropolitan Board of Commissioners of Police at Toronto - Metropolitan
Toronto Police Association (Ind.) (uniformed employees):
A 12-month renewal agreement effective from Jan. 1, 1975
to Dec. 31, 1975, covering 4,600 employees, settled by
arbitration.

Wages: Effective Jan. 1/75

Annual Rates

1st Class Constable	\$16,260 (\$14,140)
2nd Class Constable	\$14,849 (\$12,912)
3rd Class Constable	\$13,561 (\$11,792)
Staff Sergeant	\$19,496 (\$18,565)

Shift Premiums
(new): Effective June 1, 1975, 10¢ per hour for shifts in which the
majority of hours worked are between 2 p.m. and 2 a.m. and
20¢ per hour between 7 p.m. and 7 a.m.

Work on a
Paid Holiday: Effective June 1, 1975, time and one-half (straight time)
plus additional day's pay or day off (unchanged).

Callback Pay: Effective June 2, 1975, 3(2 $\frac{3}{4}$) hours at time and one-half,
minimum allowance for Court attendance during off-duty hours.

Paid Holidays: Remembrance Day will be observed regardless of day on
which it falls (previously Monday to Friday only). A
total of 11 paid holidays.

Health and
Welfare: Life Insurance - Effective July 1, 1975, coverage of one and
one-half times member's salary mandatory (was optional);
the employer will pay 100%(66 2/3%) of the cost.

A. D. & D. (new) - Effective July 1, 1975, coverage of one
and one-half times member's salary. The employer will pay
the full cost.

Service Pay: Additional \$65 per year at the 30th and 35th years of
service to a maximum of \$455 per year (previously \$325
maximum after 25 years' service.)

Scarborough Borough Corporation (Fire Department) - Local 626, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 350 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>
	Increases	\$2,104 for ranks above and including 1st Class Fire Fighter
		Wages for other classifications are calculated as a percentage of 1st Class Fire Fighter's wage: 90% for 2nd Class Fire Fighter, 82% for 3rd Class Fire Fighter, and 75% for 4th Class Fire Fighter
	4th Class Fire Fighter	\$12,086 (\$10,508)
	1st Class Fire Fighter	\$16,114 (\$14,010)
	Captain	\$18,216 (\$16,112)

Paid Vacations: 28 calendar days after 13(15) years and 35 calendar days after 22(25) years.

Jury Duty Leave: Employer makes up the difference between jury duty pay and regular pay (new).

Pension Plan: Pension benefits will be provided by the employer in accordance with the O.M.E.R.S. supplementary plan, types 2 and 3 computed at 2%.

Windsor City Corporation - Local 82, Canadian Union of Public Employees (CLC) (public works, parks and recreation): A 24-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 368 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
	General Increases	14%	9%
	Grade 4 (includes Labourer)	\$5.30 (\$4.65)	\$5.78
	Grade 1A (includes Motor Mechanic)	\$6.62 (\$5.81)	\$7.22

Cost-of-Living Allowance: New cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100) after the Index rises to 189.9, that is, 8% above the Dec. 1974 base of 175.8, to be adjusted quarterly.

Shift Premiums: 0 - 25¢ - 25¢ (0 - 20¢ - 20¢).

Standby Pay: \$25 (\$20) per week for stand-by duty during the winter season .

Welfare: Dental Plan - Effective June 1, 1975, employer pays 100% of the premiums for a new basic dental plan.

Pension Plan: Employee to contribute a maximum of 7% (approximately 7-1/2%).

Meal Allowance: \$3.00 (\$2.00).

CONSTRUCTION

Kitchener-Waterloo Construction Association - Locals 498,949, 1940 and 2173, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 29, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Aug. 1/75</u>
	General Increases	57¢	35¢
	J Journeyman Carpenter	\$7.75 (\$7.18)	\$8.10
Wages:	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	45¢	45¢
	J Journeyman Carpenter	\$8.55	\$9.00

Vacation Pay: Effective May 1, 1976, vacation pay of 9%(8%).

Ottawa Construction Association - Local 527, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 1,000 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>June 1/75</u>	<u>Nov. 1/75</u>
	General Increases	43¢	50¢
	Labourer	\$6.25 (\$5.82)	\$6.75
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	50¢	50¢
	Labourer	\$7.25	\$7.75
Hours of Work:	Hours of work reduced to 42½ (45) hours per week.		
Vacation Pay:	Effective June 1, 1975, vacation pay of 8% (6%). Effective May 1, 1976, vacation pay of 9%.		
Welfare:	Effective May 1, 1976, employer contributes 15¢ per hour (new).		
Pension Plan:	Effective Nov. 1, 1976, employer contributes 20¢ (10¢) per hour.		

Sarnia Construction Association - Local 1256, Carpenters (AFL-CIO/CLC): A 48-month renewal agreement effective from May 1, 1975 to Apr. 30, 1979, covering 250 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 9/75</u>	<u>May 1/76</u>
	General Increases	\$ 1.67	\$ 1.10
	J Journeyman Carpenter	\$ 9.37 (\$ 7.70)	\$10.47
	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	General Increases	88¢	83¢
	J Journeyman Carpenter	\$11.35	\$12.18

Cost-of-Living Allowance: Effective May, 1977, if the Consumer Price Index has risen more than 7.9% in the previous year, employees will receive a cost-of-living allowance equal to the percentage difference between the increase in the Index and 7.9%. Effective May 1978, if the Consumer Price Index has risen more than 7% in the previous year, employees will receive a cost-of-living allowance equal to the percentage difference between the increase in the Index and 7.0%.

Hours of Work: Effective May 1, 1977, hours of work reduced to 39(40) hours per week. Effective May 1, 1978, hours of work reduced to 38 hours per week.

Welfare: Effective May 9, 1975, employer contributes 35¢(30¢) per hour.

Pension Plan: Effective May 9, 1975, employer contributes 35¢(30¢) per hour.

Construction Association of Thunder Bay (Electrical Division) - Local 339, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 220 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 23/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	\$1.25	80¢	75¢
	J Journeyman Electrician	\$9.25 (\$8.00)	\$10.05	\$10.80

Vacation Pay: Effective May 23, 1975, vacation pay of 10% (9%).

Welfare: Effective May 23, 1975, employer contributes 35¢ (25¢) per hour.

Electrical Contractors Association of Central Ontario - Local 804, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 450 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	99¢	23¢
	J Journeyman Electrician	\$9.46 (\$8.47)	\$9.69
	<u>Effective</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	\$1.14	22¢
	J Journeyman Electrician	\$10.83	\$11.05

Hours of Work: Hours of work reduced to 36 (37-1/2) hours per week.

Welfare: Employer contributes 45¢ (30¢) per hour.

Electrical Contractors Association of Ottawa - Local, 586, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 800 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>May 5/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	\$1.00	45¢	60¢	50¢
	J Journeyman Electrician	\$9.55 (\$8.55)	\$10.00	\$10.60	\$11.10

Welfare: Effective May 5, 1975, employer contributes 60¢(55¢) per hour. Effective Nov. 1, 1975, 65¢ per hour. Effective May 1, 1976, 70¢ per hour. Effective Nov. 1, 1976, 75¢ per hour.

Electrical Contractors Association of Toronto - Local 353, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 4,000 employees, settled at the mediation stage. (Previous agreement expired Apr. 30, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>May 1/75</u>	<u>May 1/76</u>
	General Increases	\$1.37	\$1.36
	J Journeyman Electrician	\$10.22 (\$8.85)	\$11.58

Hamilton Mechanical Contractors Association - Local 67, Plumbers (AFL-CIO/CLC):
A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 750 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 15/75</u>	<u>May 1/76</u>
	General Increases	\$1.23	\$1.18
	J Journeyman Plumber	\$10.19 (\$ 8.96)	\$11.37
Welfare:	Effective May 1, 1976, employer contributes 45¢(40¢) per hour.		
Pension Plan:	Effective May 15, 1975, employer contributes 35¢(25¢) per hour. Effective May 1, 1976, employer contributes 50¢ per hour.		
Industry Fund:	7¢(5¢) per hour.		

Kitchener Mechanical Contractors Association - Local 527, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 500 employees, settled during a strike. (Previous agreement expired Apr. 30, 1975)

Wages:	Effective	<u>May 26/75</u>	<u>Nov. 1/75</u>
	General Increases	\$1.07	28¢
	J Journeyman Plumber	\$9.37 (\$8.30)	\$9.65
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	95¢	45¢
	J Journeyman Plumber	\$10.60	\$11.05
Hours of Work:	Hours of work reduced to 36 (38) hours per week.		
Welfare:	Effective May 26, 1975, employer contributes 30¢ (25¢) per hour.		
Training Fund:	Effective May 26, 1975, 5¢ (3¢) per hour.		

London Electrical Contractors Association - Local 120, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 350 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 14/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	90¢	40¢	60¢	70¢
	J Journeyman Electrician	\$9.10 (\$8.20)	\$9.50	\$10.10	\$10.80

Pension Plan: Effective Nov. 1, 1975, employer contributes 35¢(25¢) per hour.

Ottawa Construction Association - Local 124, Plasterers and Cement Masons (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 26/75</u>	<u>Nov. 3/75</u>
	General Increases	49¢	55¢
	J Journeyman	\$7.74 (\$7.25)	\$8.29
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	50¢	50¢
	J Journeyman	\$8.79	\$9.29

Vacation Pay: Effective May 26, 1975, vacation pay of 9% (8%). Effective Nov. 3, 1975, vacation pay of 10%.

Welfare: Effective May 26, 1975, employer contributes 45¢ (39¢) per hour.

Ottawa Mechanical Contractors Association - Local 71, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 800 employees, settled at the conciliation officer stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	90¢	50¢	95¢	32¢
	J Journeyman Plumber	\$9.00 (\$8.10)	\$9.50	\$10.45	\$10.77
Vacation Pay:	Effective May 1, 1975, vacation pay of 10% (9%).				
Welfare:	Effective May 1, 1976, employer contributes 33¢ (30¢) per hour. Effective Nov. 1, 1976, employer contributes 35¢ per hour.				
Pension Plan:	Effective May 1, 1975, employer contributes 38¢ (35¢) per hour. Effective Nov. 1, 1975, 40¢ per hour. Effective May 1, 1976, 43¢ per hour. Effective Nov. 1, 1976, 45¢ per hour.				
Other Payments:	<u>Union Promotion Fund</u> - 10¢ (7¢) per hour. Effective Nov. 1, 1975, 13¢ per hour.				
	<u>Training Fund</u> - 6¢ (4¢) per hour.				
	<u>Industry Fund</u> - 6¢ (5¢) per hour. Effective May 1, 1976, 7¢ per hour.				

Quinte - St. Lawrence Electrical Contractors Association - Local 115, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 420 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 12/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	\$1.00	44¢	73¢	48¢
	J Journeyman Electrician	\$9.38 (\$8.38)	\$9.82	\$10.55	\$11.03
Vacation Pay:	Effective May 12, 1975, vacation pay of 10%(9%).				

CONSTRUCTION

Sarnia Electrical Contractors Association - Local 530, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 48-month renewal agreement effective from May 1, 1975 to Apr. 30, 1979, covering 210 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>
	General Increases	\$ 1.70	\$ 1.14
	J Journeyman Electrician	\$ 9.92 (\$ 8.22)	\$11.06
	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	General Increases	92¢	87¢
	J Journeyman Electrician	\$11.98	\$12.85

Cost-of-Living Allowance: Effective May 1977, if the Consumer Price Index has risen more than 7.9% in the previous year, employees will receive a cost-of-living allowance equal to the percentage difference between the increase in the Index and 7.9%.
Effective May 1978, if the Consumer Price Index has risen more than 7.0% in the previous year, employees will receive a cost-of-living allowance equal to the percentage difference between the increase in the Index and 7.0%.

Pension Plan: Effective May 1, 1975, employer contributes 25¢ (10¢) per hour.

Toronto Sheet Metal and Air Handling Group (Roofing Division) - Local 30, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 550 employees, settled at the conciliation officer stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 26/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	70¢	50¢	76¢
	Roofing Assistant	\$8.74 (\$8.04)	\$9.24	\$10.00

Vacation Pay: Effective May 26, 1975, vacation pay of 10%(9%).

Windsor Electrical Contractors Association - Local 773, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
	General Increases	91¢	\$1.14	90¢
	Journeyman Electrician	\$8.62 (\$7.71)	\$9.76	\$10.66
Pension Plan:	Effective May 1, 1975, employer contributes 20¢ per hour (new).			
S.U.B.:	Effective May 1, 1975, employer contributes 65¢(85¢) per hour.			

ADDENDUM

This addendum consists of one settlement ratified in Nov. 1974, one in Feb. 1975 and three in Mar. 1975.

PERSONAL SERVICES

Sheraton Limited (King Edward Sheraton Hotel) at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC): A 14-month renewal agreement, effective from Nov. 1, 1974 to Dec. 31, 1975, covering 350 employees, settled at the bargaining stage, and ratified in Nov. 1974. (Previous agreement was to expire Apr. 30, 1975).

Wages:	Effective	<u>Nov. 1/74</u>	<u>May 1/75</u>
	General Increases	12% for non-gratuity employees	25¢ - 28¢ for gratuity employees
	Maid	\$2.50 (\$2.25)	\$2.50
	Houseman	\$2.75 (\$2.47)	\$2.75
	Electrical Maintenance Man	\$3.90 (\$3.48)	\$3.90

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Municipality - Local 5, Canadian Union of Public

Employees (CLC) (outside employees): A 12-month renewal agreement, effective from Jan. 16, 1975 to Jan. 15, 1976, covering 200 employees, settled at the bargaining stage and ratified in Feb. 1975. (Previous agreement expired Jan. 15, 1975).

Wages: Employees receive a lump sum payment of \$40 for each month worked from Sept. 1974 to Jan. 1975 inclusive, up to a maximum of \$200.

Effective	<u>Jan. 16/75</u>
General Increases	69¢
Labourer	\$5.09 (\$4.40)
Mechanic	\$5.77 (\$5.08)

Shift Premiums: 0¢ - 21¢ - 21¢ (0 - 17¢ - 19¢).

Overtime Pay: Double time after 12(14) hours of work per day on weekdays.

Paid Vacations: Employees with less than 1 year's service accumulate 5/6 ($\frac{1}{2}$) day per month. Effective in 1976, 4 weeks after 14(15) years.

Bereavement Leave: Common-law spouse and foster or adoptive parents are included in 3 days' paid leave.

Welfare: Life Insurance - Benefits increase to one and one-half times annual basic salary (previously benefits equal to basic salary).

Safety Shoe Allowance: Employer pays 100% (50%) of the cost of 1 pair of safety shoes per year.

Clothing Allowance: Employer provides cotton and leather gloves, (previously only rubber gloves were provided), shirt, pants or coveralls.

MINING

The Adams Mine, Cliffs of Canada Limited at Kirkland Lake - Local 6409, Steel-

workers (AFL-CIO/CLC): A 36-month renewal agreement effective from Mar. 1, 1975 to Feb. 28, 1978, covering 300 employees, settled at the bargaining stage and ratified in Mar. 1975. (Previous agreement expired Mar. 1, 1975).

Wages:	Effective	<u>Jan. 19/75</u>	<u>Mar. 1/76</u>	<u>Mar. 1/77</u>
General Increases		46¢	16¢	16¢
Increments between Job Classes		10.5¢ (9.5¢)	11.0¢	11.5¢
Cost of Living Fold-In	15¢ cost-of living was folded into wage rates	25¢ guaranteed cost-of-living is folded into wage rates	25¢ guaranteed cost-of-living is folded into wage rates	25¢ guaranteed cost-of-living is folded into wage rates
Job Class 2 (General Labour)	\$4.280 (\$3.660)	\$4.695	\$5.110	
Job Class 18 (Electrician)	\$5.960 (\$5.180)	\$6.455	\$6.950	
Cost-of-Living Allowance:	1¢ per hour per 0.4 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly. Effective with the Nov. 1976 adjustment, 1¢ per hour per 0.35 change in the Consumer Price Index (1961 = 100), commencing with a comparison of the Sept. 1976 Index and the June 1976 Index.			
Shift Premiums:	0 - 12¢ - 18¢ (0 - 10¢ - 15¢). Effective Mar. 1, 1976, 0 - 15¢ - 20¢.			
Sunday Premium:	55¢ (40¢) per hour. Effective Mar. 1, 1976, 65¢ per hour. Effective Mar. 1, 1977, 75¢ per hour.			
Paid Holidays:	Boxing Day is added for a total of 10(9).			
Paid Vacations:	5 weeks (new) after 15 years.			
	Employees receive vacation bonus of \$30 (\$15) per week for vacations taken between the first week in November and the third week in December or between the second week in January and the second week in May. \$15 per week for vacation taken at all other times (new).			
Bereavement Leave:	Guardian and grandparents of spouse included in up to 3 days' paid leave.			
Jury Duty Leave:	Employer makes up difference between fee for Crown Witness duty and, as previously, Jury Duty, and regular pay.			

Welfare: Life Insurance and A.D. and D. - \$8,000 (\$7,000). Effective Mar. 1, 1976, \$9,000.

Weekly Indemnity Plan - Benefits of 66-2/3% of the U.I.C. weekly maximum earnings (previously flat amount of \$90 per week), payable, as previously, on a 1-8-52 basis.

Long-Term Disability Plan - Benefits increase to \$250 (\$150) per month less any amounts payable from other sources.

Dental Plan - Employer pays 100% of the premiums for a new basic dental plan.

Pension Plan: \$8.00(\$6.00) per month per year of service.

Vesting rights for employees with ten years service or more, provide surviving spouse with a monthly benefit of 50% of employee's benefit.

Severance Pay: New severance pay plan provides 4 weeks' pay for employees with 4-6 years of service, 6 weeks' pay for employees with 6-10 years of service, and 8 weeks' pay for employees with 10 years of service or more.

Service and Skill Bonus Plan: New plan is introduced at a cost of 15¢ per hour for each hour worked by the bargaining unit.

Sherman Mines, Cliffs of Canada Limited at Temagami - Local 6896, Steelworkers (AFL-CIO/CLC): A 36-month renewal agreement effective from Mar. 1, 1975 to Feb. 28, 1978, covering 322 employees, settled at the bargaining stage and ratified in Mar. 1975. (Previous agreement expired Mar. 1, 1975).

Cost-of-Living Payment: Cost-of-living payment of 14¢ per hour for employees on payroll as of Jan. 1975 for all hours worked from Aug. 1, 1974 and an additional 10¢ per hour for all hours worked from Nov. 1, 1974.

Wages:	Effective	<u>Jan. 19/75</u>	<u>Mar. 1/76</u>	<u>Mar. 1/77</u>
	General Increases	46¢	16¢	16¢
	Increments between Job Classes	10.5¢ (9.5¢)	11.0¢	11.5¢
	Cost-of-Living Fold-In	15¢ cost-of living was folded into wage rates	25¢ guaranteed cost-of-living is folded into wage rates	25¢ guaranteed cost-of-living is folded into wage rates
	Job Class 2 (General Labourer)	\$4.280 (\$3.660)	\$4.695	\$5.110
	Job Class 18 (Electrician)	\$5.960 (\$5.180)	\$6.455	\$6.950

Cost-of-Living Allowance: 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100), to be adjusted quarterly. Effective with the Nov. 1976 adjustment, 1¢ per hour per 0.35 change in the Consumer Price Index (1961=100), commencing with a comparison of the Sept. 1976 Index and the June 1976 Index.

Paid Holidays: Remembrance Day is added in 1975 for total of 10(9).

Other Contract Changes: The same as for the Adams Mine, Cliffs of Canada Limited reported on pages 173 - 175.

EDUCATION AND RELATED SERVICES

Ottawa Roman Catholic Separate School Board - Local 104, Canadian Merchandising Employees' Union (Ind.): A 24-month first agreement effective from Jan. 1, 1975 to Dec. 31, 1976, covering 280 employees, settled at the post-conciliation bargaining stage and ratified in Mar. 1975.

Wages: Lump sum payment of \$250 for employees on payroll on Apr. 28, 1975, pro-rated during the period from Jan. 1, 1974.

Effective	<u>Jan. 1/75</u>	<u>Jan. 1/76</u>
Increases	15% - 30% with a minimum increase of \$520 per year	6% with a minimum increase of \$520 per year
Category 2 (Handyman)	\$9,048 - \$9,464 (\$7,696 - \$8,320)	\$10,032
Category 7 (includes Electrician)	\$12,272 - \$12,688 (\$ 9,984 - \$10,712)	\$13,449
Caretaker-1st year Elementary and Junior High School	\$8,840 (\$7,000)	\$ 9,370
Head Caretaker Elementary and Junior High School	\$11,024 (\$ 8,500)	\$11,685

Cost-of-Living Allowance: Effective Jan. 1, 1976, new cost-of-living provision will provide a lump sum payment in Aug. 1976 and Jan. 1977 of an amount equal to the employee's annual rate of pay as of Dec. 1975, divided by the Dec. 1975 Consumer Price Index multiplied by the increase in the Index for the period from Jan. 1, 1976 to June 30, 1976, and from July 1, 1976 to Dec. 31, 1976 respectively.

Paid Vacations: 4 weeks after 10(15) years.

Welfare: Life Insurance - Effective Jan. 1, 1976, employer pays 50% of the premiums for a new life insurance plan, which provides coverage of \$20,000.

OHIP and Extended Health Care Plan - Effective Sept. 1, 1975, employer pays 75% (70%) of the premiums.

Dental Plan - Effective Sept. 1, 1975, employer pays 50% of the premiums for a new dental plan - Blue Cross No. 7.

May Settlement Reported Late.

CONSTRUCTION

Ontario Erectors Association - Locals 700, 721, 736, 765 and 786, Structural Ironworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 3,000 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 26/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	Increases (Local 700)	\$ 1.13	\$ 1.03	27¢
	J Journeyman I Ironworker L Local 700	\$ 8.86 (\$ 7.73)	\$9.89	\$10.16

Welfare: Effective May 1, 1976, employer contributes 50¢ (48¢) per hour - Locals 700, 721, 736 and 765.

Pension Plan: Effective May 26, 1975, employer contributes 65¢ (60¢) per hour - Locals 700, 721 and 736, and 75¢ (60¢) per hour - Local 786. Effective May 1, 1976, employer contributes 65¢ (60¢) per hour - Local 765.

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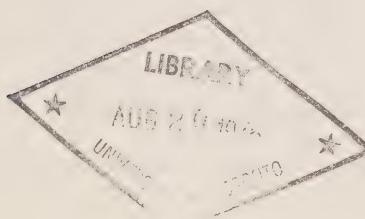


Ontario

CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
/ TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING JUNE 1975



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

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This report consists of summaries of 38 collectively bargained settlements in Ontario's industries in June 1975. It also includes an addendum of 5 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

July 26, 1975

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MINING

Dome Mines Ltd. at South Porcupine - Local 7580, United Steelworkers of America (AFL-CIO/CLC): A 10-month renewal agreement effective from June 7, 1975 to Apr. 17, 1976, covering 600 employees, settled at the mediation stage.

	Effective	<u>Apr. 21/75</u>	<u>June 2/75</u>	<u>Dec. 1/75</u>
Wages:	General Increases	41¢ - 57¢	10¢	25¢
	Job Class 1 (Surface Labourer)	\$4.26 (\$3.85)	\$4.36	\$4.61
	Job Class 15 (Motor Mechanic Class A)	\$5.30 (\$4.73)	\$5.40	\$5.65
Shift Premium:	Now applicable to overtime hours worked by non-incentive employees but it shall not be compounded.			
Sunday Premium (new):	20¢ per hour in addition to any shift premium for Sunday work but not applicable if an employee is on incentive or overtime rates.			
Paid Holidays:	Remembrance Day added for a total of 10 days.			
Paid Vacation:	3 weeks after 10(12) years of service and 4 weeks after 20(25) years.			
Bereavement Leave:	Grandparents are included for up to 3 days' paid leave.			
Health and Welfare:	<u>Life Insurance</u> - \$5,000(\$4,000). <u>A. D. & D.</u> - \$5,000(\$4,000).			
	<u>O.H.I.C. Plus Drug Plan</u> - Effective July 1, 1975, employer pays 90%(68%) of total premium.			
	<u>Prescription Glasses</u> (new) - Included in the above O.H.I.C. Plus Drug Plan. Provides for a \$40 maximum coverage each 24 months for employees only.			

FOOD AND BEVERAGE

Kellogg Company of Canada Limited at London - Local 154, American Federation of Grain Millers (AFL-CIO/CLC): A 12-month renewal agreement effective from Apr. 15, 1975 to Apr. 15, 1976, covering 630 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Apr. 15/75</u>
	General Increase	75¢ (for male employees) 85¢ (for female employees)
	Skill Tradesmen Adjustments	7¢ - 17¢
	Helper	\$5.87 male / \$5.44 female (\$5.12 male / \$4.59 female)
	Mechanic "A"	\$7.00 (\$6.15)

Note: An interim increase of 4% in lieu of the scheduled 5¢ per hour increase was made under the former agreement on Oct. 15, 1974.

Paid Holidays: 2 floating holidays (between Christmas and New Year's) added for a total of 12 days.

Paid Vacation: 2(1) weeks after 1 year of service and 3 weeks after 5(8) years.

Severance Pay (new): Full-time employees whose employment is terminated as the direct result of a complete or substantial plant closure will receive notice or pay in lieu of notice as follows:

More than 1 but less than 2 years service	- 1 weeks
2 but less than 5 years	- 2 weeks
5 but less than 10 years	- 4 weeks
10 years or more	- 8 weeks .

Bereavement Leave: Brother-in-law and sister-in-law of employee's spouse added for 1 day paid leave.

Health and Welfare: Company paid supplemental hospital, drug, dental and extended health plans to include spouse of employee (employee and employee's dependents).

Life Insurance - Increased for employees with 3 or more years of service:

Group 1 - \$8,000 (\$7,000)
Group 2 - \$9,000 (\$8,000)
Group 3 - \$10,000 (\$9,000)
Group 4 - \$10,000 (\$9,000)
Group 5 - \$12,000 (\$10,000)

Weekly Indemnity - Increased to 60% of normal earnings (\$106.75 for Group 1 employees to \$140.00 for Group 4 employees) with no maximum. Coverage extended to 39 (26) weeks.

TEXTILE

Courtaulds (Canada) Limited, at Cornwall - Local 779, Textile Workers' Union of America (AFL-CIO/CLC): A 12-month renewal agreement effective from May 1, 1975 to Apr. 30, 1976, covering 700 employees, settled at the post conciliation bargaining stage.

Wages:	Effective	<u>May 4/75</u>
	General Increase	55¢
	Yard Labourer	\$3.97 (\$3.42)
	Utility Operator	\$4.04 (\$3.49)
	Electrician	\$5.38 (\$4.83)

Note: Previous rates include an interim increase, folded in May, 1975 of 18¢ an hour for employees on a 40-hour week and 14¢ an hour for shift employees.

Shift Premiums: 0-10¢-16¢(0-8¢-12¢).

Paid Holidays: Victoria Day added for a total of 11.

Health and Welfare: Life Insurance - Coverage of \$5,000(\$4,000) for employees with over 3 years service and \$3,500(\$2,500) for employees with 3 months but less than 3 years service.

Weekly Indemnity - Effective May 1, 1975, benefits of 66 2/3%(\$50 per week) of earnings to maximum U.I.C. level of benefits. The coverage is up to a maximum of 30 weeks (26 weeks).

Retirement and Disability Pension: The unit benefit rate will be \$4.00(\$3.75) per month per year of service.

Fiberglas Canada Limited at Guelph - Local 1305, Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1975 to May 31, 1977, covering 260 employees, settled at the mediation stage. (Previous agreement expired May 31, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>June 1/75</u>	<u>June 1/76</u>
General Increases		17%	13.5%
Labour		\$5.03 (\$4.30)	\$5.71
Electrician		\$6.24 (\$5.33)	\$7.08

Shift Premiums: 0¢ - 15¢ - 30¢ (0¢ - 10¢ - 20¢).

Group Leader Premium:

Paid Holidays: 4th Monday in February, or Heritage Day if declared a Statutory Holiday, is added for a total of 12 (11).

Bereavement Leave: Sister-in-law and brother-in-law are included in 1 day's paid leave to attend funeral. (new)

Welfare: Life Insurance - \$10,000 (\$7,000).

Weekly Indemnity Plan - Benefits increase to 66 2/3 % (60%) of weekly earnings with a minimum of \$130 (\$90) and a maximum of \$160 (\$120) per week, payable, as previously, on a 1-4-26 basis. Effective June 1, 1976, maximum increases to \$185.

Long Term Disability Plan - Plan provides benefits of \$150 (\$100) per month plus \$15 (\$10) per month per year of service up to a maximum of 60% of basic earnings, payable from the 27th week, for employees with 3(5) years of service.

WOOD

Gillies Bros. & Co. Ltd. at Braeside - Local 2-375, Woodworkers (AFL-CIO/CLC):
A 12-month renewal agreement effective from July 1, 1975 to June 30, 1976, covering 222 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>July 1/75</u>
General Increases		50¢
Labourer		\$4.20 * (\$3.50)
Electrician (licensed)		\$5.52 * (\$4.74)

*Note: Reduction in hours of work without reduction in employee's normal weekly earnings.

Shift Premiums: 0¢ - 13¢ - 18¢ (0¢ - 10¢ - 15¢).

Weekend Premium: 30¢ (20¢) per hour in addition to normal shift premiums for all shifts beginning 12:00 midnight Friday and ending 12:00 midnight Sunday.

Lead Hand Premium: 30¢ (20¢) per hour.

Hours of Work: Hours of work reduced to 8(8 1/2) per shift and 40(42 1/2) per week.

Overtime Pay: Time and one-half after 8(8 1/2) hours per shift and 40(42 1/2) per week.

Paid Holidays: One additional floating day is added for a total of 11(10).

Paid Vacations: 3 weeks after 6(8) years, 4 weeks after 15(18) years, and 5 weeks (new) after 25 years.

Bereavement Leave: Grandparents included in 1 day's paid leave to attend funeral.

Welfare: Weekly Indemnity Plan - Benefits increase to \$12.85 (\$10.00) per day, payable from the second (fifth) day of accident or hospitalization and fifth day of illness for a total period of 37 weeks. Plan is integrated with U.I.C. plan, which provides coverage from the 15th day to the end of the 17th week.

Drug Plan - Employer pays 75% of the premiums for a new drug plan with deductibles of \$10 per individual and \$20 per family, and with 100% of remaining expenses paid.

Clothing Allowance: Employer provides 2 pair of overalls per year to millwrights, mechanics and welders (new).

Tool Allowance: Employer will pay \$50 per year for tools valued at \$350 or more for mechanics, welders, millwrights, machinists, and carpenters and \$25 per year for tools valued at \$175 or more for electricians (new).

FURNITURE AND FIXTURE

Sunar Limited, Steel Division at Waterloo - Local 3292, Steelworkers
(AFL-CIO/CLC): A 24-month renewal agreement effective from May 8, 1975 to May 8, 1977, covering 275 employees, settled at the mediation stage. (Previous agreement expired May 8, 1975).

Wages:	Effective	<u>May 8/75</u>	<u>May 8/76</u>
	General Increases	14%	8%
	Assembler	\$4.31 (\$3.78)	\$4.65
	Electrician Class "A"	\$5.63 (\$4.94)	\$6.08
Cost-of-Living Allowance:	Effective May 1976, new cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the July 1976 and Apr. 1976 Indexes, to be adjusted quarterly, up to a maximum of 30¢.		
Shift Premiums:	0 - 30¢ - 30¢ (0 - 20¢ - 23¢).		
Paid Holidays:	Effective May 8, 1976, one floating day is added for a total of 12(11).		
Paid Vacations:	6 weeks (new) after 25 years. Vacation bonus of 15% (13%) of vacation pay.		
Welfare:	<u>Dental Plan</u> - Effective June 2, 1975, employer pays 100% (same) of the premiums for a basic dental plan - Blue Cross No. 7, with no deductibles (previously deductibles of \$25 per individual and \$50 per family), and 100% (80%) of remaining expenses paid.		

PAPER AND ALLIED

Canadian Johns - Manville Company Limited at North Bay - Local 870, Canadian Paperworkers Union (CLC): A 29 1/2 month renewal agreement effective from June 17, 1975 to Nov. 30, 1977, covering 214 employees, settled after a strike. (Previous agreement expired Nov. 30, 1974).

Wages: Lump sum payment of \$525 for all employees on payroll on Dec. 1, 1974 who return to work.

	<u>Effective</u>	<u>June 17/75</u>	<u>Dec. 1/75</u>	<u>Dec. 1/76</u>
General Increases		14%; minimum of 55¢	45¢	50¢
Yard Maintenance Worker		\$4.08 (\$3.53)	\$4.53	\$5.03
Electrician "A"		\$5.65 (\$4.96)	\$6.10	\$6.60
Cost-of-Living Allowance:	New cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100) after an increase of 22.4 points between Nov. 1974 and Nov. 1975, of 18 points between Nov. 1975 and Nov. 1976 and of 20 points between Nov. 1976 and Nov. 1977. The cost-of-living allowance will be folded into the wage rates on Dec. 1975, 1976 and 1977.			
Paid Holidays:	Effective Dec. 1, 1975, Jan. 2 is added for a total of 11 (10).			
Welfare:	<u>Weekly Indemnity Plan</u> -Benefits increase to \$80 (\$70) per week, payable, as previously, on a 1-7-26 basis. Effective Dec. 1, 1975, benefits increase to \$90 per week.			
Pension Plan:	\$3.50 (\$2.50) per month per year of past service and \$6.00 (\$5.00) per month per year of future service.			

PRINTING, PUBLISHING AND ALLIED

Council of Printing Industries of Canada at Toronto - Local 10, Printing Pressmen (AFL-CIO/CLC): A 24-month renewal agreement effective from Apr. 1, 1975 to Apr. 30, 1977, covering 243 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 31, 1975).

Wages: Retroactive pay for all hours worked from Apr. 1, 1975 to May 26, 1975.

	<u>Effective</u>	<u>May 26/75</u>	<u>Apr. 1/76</u>
Increases (Day Rates)		\$1.03 for Multilith Operator and Assistant, and for Journeyman Pressman	87¢ per Multilith Operator and Assistant; 97¢ for Journeyman Pressman

Effective	<u>May 26/75</u>	<u>Apr. 1/76</u>
Additional Adjustments	10¢ for employees operating offset press (under 14 x 20, 2 colour attachment); 20¢ for employees operating a Bronzer or Verkotype attachment	
Letterpress Assistant Pressman	\$6.52 (\$5.49)	\$7.39
First Pressman (on Offset Press Four Colour , over 54" up to 63")	\$9.05 (\$8.02)	\$10.02
Night Shift Premium:	15% over the day rate up to a maximum of 50¢ (44¢) per hour. Effective Apr. 1, 1976, maximum increases to 55¢ per hour.	
Overtime Pay:	Minimum of 3-1/2 hours of work for weekend overtime (new).	
Paid Holidays:	Effective Apr. 1, 1976, one floating day is added for a total of 10(9).	
Paid Vacations:	Effective July 1, 1976, 4 weeks after 13(15) years.	
Welfare:	OHIP - Effective June 1, 1975, employer pays \$5.50 per month for employees with no dependents and \$11.00 per month for employees with dependents (new) towards the premiums for OHIP.	
	Weekly Indemnity Plan - Effective May 1, 1975, benefits increase to \$150 (\$125) per week, payable from the first day of accident and fourth day of illness. Plan is integrated with U.I.C. plan to provide benefits for a maximum of 26 weeks.	
Pension Plan:	Effective June 1, 1975, employer contributes \$1.60 (\$1.25) per shift.	

PRIMARY METALS

Holmes Foundry Limited (Foundry Division) at Sarnia - Local 456, Auto Workers (CLC): A 22-month renewal agreement effective from June 9, 1975 to Mar. 31, 1977, covering 406 employees, settled during a strike with mediation assistance. (Previous agreement expired Mar. 31, 1975).

Wages: Cost-of-Living payment of 49¢ per hour for hours worked between Jan. 2, 1975 and Mar. 31, 1975.

Effective	<u>June 9/75</u>	<u>Apr. 5/76</u>
Increases	\$1.10 for production workers; \$2.00 for skilled tradesmen	3%
Additional Adjustments	Increases averaging 6¢ per hour for some production classifications	
Cost-of-Living Fold-in	32¢ cost-of-living was folded into wage rates, leaving no float	
Labourer (production)	\$5.31 (\$3.89)	\$5.47
Auto Mechanic Journeyman	\$6.67 - \$6.78 (\$4.35 - \$4.46)	\$6.87 - \$6.98

Probationary period is 60 days worked. Maximum rates for Auto Mechanic reached after 60 calendar days.

Cost-of-Living Allowance: Effective Jan. 1, 1975, cost-of-living provision of 1¢ per hour per 0.5(0.46) change in the Consumer Price Index (1961=100), commencing with the average of the Indexes for Jan., Feb. and Mar. 1975 as compared with the Dec. 1974 base of 175.8, to be adjusted quarterly.

Shift Premiums: 0-15¢-20¢ (0-10¢-15¢).

Paid Holidays: Jan. 2 is added for a total of 13(12).

Paid Vacations: Qualifying period for 3 weeks vacation is reduced to 1,000 (1,100) hours worked.

Welfare: Life Insurance - \$9,000(\$7,000).

Weekly Indemnity Plan - Benefits increase to \$125(\$85) per week, payable, as previously, on a 1-1-7-52 basis. Effective Apr. 1, 1976, benefits increase to \$140 per week.

OHIP and Drug Plan - Employer pays 100% of the premiums for OHIP and drug plan for current and future retirees (previously paid 50% of the premiums for retirees with 20 years service or more).

Dental Plan - Effective Apr. 1, 1976, employer pays 100% of the premiums for a new basic dental plan.

Pension Plan: \$9.00 (\$6.50) per month per year of service. Effective Apr. 1, 1976, \$9.50 per month per year of service.

Service requirement for disability pension reduced to 10(15) years.

Clothing Allowance: Employer supplies coveralls (new) for skilled tradesmen.

METAL FABRICATING

Canada Forgings Limited at Welland - Local 275, Auto Workers (CLC): A 36-month renewal agreement effective from May 1, 1975 to Apr. 30, 1978, covering 230 employees, settled during a strike. (Previous agreement expired Apr. 30, 1975.)

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
General Increases		55¢	30¢	30¢
Additional Adjustments	15¢ for skilled tradesmen	5¢ for skilled tradesmen	5¢ for skilled tradesmen	
Cost-of-Living Fold-in	80¢ cost-of-living was folded into wage rates			
Labourer	\$4.83 (\$3.48)	\$5.13	\$5.43	
Electrician	\$5.79 (\$4.29)	\$6.14	\$6.49	

Cost-of-Living Allowance: 1¢ per hour per 0.45(0.5) change in the Consumer Price Index (1961=100), to be adjusted quarterly. Effective May 1, 1976 and May 1, 1977, cost-of-living allowance in excess of 10¢ will be folded into the wage rates.

Shift Premiums: 0-20¢-25¢ (0-15¢-20¢).

Paid Holidays: One day, during the Christmas period, is added for a total of 12(11). Effective May 1, 1977, one floating day is added for a total of 13.

Paid Vacations: 4 weeks with vacation pay of 8% after 15(18) years and 5 weeks(new) with vacation pay of 10% after 25 years. Effective May 1, 1977, 4 weeks with vacation pay of 9% after 20(25) years.

Welfare: Life Insurance and A.D.&D. - \$8,000(\$6,000). Effective May 1, 1977, \$9,000.

Weekly Indemnity Plan - Benefits increase to \$123(\$80) per week, payable, as previously, on a 1-1-8-39 basis. Plan is integrated with U.I.C. plan, which provides coverage for the third to seventeenth week inclusive.

Drug Plan - Deductibles of \$15 and \$30 are eliminated.

Pension Plan: \$5.00(\$4.25) per month per year of service. Effective May 1, 1976, \$5.25. Effective May 1, 1977, \$6.00.

Supplementary pension benefits of \$5.00(\$4.00) per month per year of service. Effective May 1, 1976, \$5.25. Effective May 1, 1977, \$6.00.

Present retirees receive an additional \$10 per month.

Safety Shoe Allowance: Employer pays up to \$18(\$8) per year towards the cost of safety shoes.

Clothing Allowance: Employer pays 75% (50%) of the cost of gloves.

Meal Allowance: \$2.50 (\$1.50).

MACHINERY

Hill Refrigeration of Canada Ltd. at Barrie - Local 6547, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1975 to May 31, 1977, covering 204 employees, settled at the mediation stage. (Previous agreement expired May 31, 1975.)

Wages:	Effective	June 1/75	June 1/76
	General Increases	68¢	Wage Re-opener
	Labour Grade 10 (includes Material Handler)	\$3.85 - \$3.97 (\$3.17 - \$3.29)	
	Labour Grade 3 (includes Maintenance Machinist)	\$4.57 - \$4.78 (\$3.89 - \$4.10)	

Probationary period is 45 days.

Shift Premium : 25¢ (20¢) per hour for evening shift.

Paid Holidays: Effective June 1, 1976, one floating day is added for a total of 11 (10).

Paid Vacations: 3 weeks after 7 (10) years. Effective June 1, 1976, 4 weeks (new) after 15 years.

Bereavement Leave: 3 (1) days' paid leave granted to attend funeral upon death of grandparent or grandchild.

Welfare: Life Insurance and A. D. & D. - Effective in 1976, \$6,000 (\$5,000).
Major Medical Plan - Deductibles reduced to \$10 (\$25) per individual and \$20 (\$50) per family, with 90% (80%) of remaining expenses paid.

Pension Plan: Effective June 1, 1976, \$5,000 (\$3.00) per month per year of service, with full vesting after 10 years (new).

Safety Shoe Allowance: Employer pays \$18 (\$16) per year towards the cost of 1 pair of safety shoes. Effective June 1, 1976, employer pays \$20 per year.

TRANSPORTATION EQUIPMENT

Douglas Aircraft Company of Canada Ltd. at Mississauga - Local 1967, Auto Workers (CLC) (production employees): A 29-month renewal agreement effective from June 2, 1975 to Oct. 14, 1977, with a wage schedule retroactive to Sept. 14, 1974, covering 1,450 employees, settled at the bargaining stage.

Wages:	Effective	Sept. 14/74	Sept. 13/75	Sept. 11/76
	General Increases	3% plus 15¢ per hour	3%	3%
	COLA Fold-in	61¢		
	Adjustments	6¢ for Groups 5 & 11 5¢ for Groups 9 & 10		
	Group 1 (Labourer)	\$4.80-\$4.92 (\$3.92-\$4.04)	\$4.94-\$5.07	\$5.09-\$5.22
	Group 11 (Tool & Die Maker)	\$6.29-\$6.36 (\$5.31-\$5.38)	\$6.48-\$6.55	\$6.67-\$6.75
Cost of Living Allowance:	A formula, based on the Consumer Price Index of 1967 equals 100(1961 equals 100), of movement up or down of 1¢ for each 0.3 change(0.4) in the three month average of the CPI, in accordance with a printed schedule. Effective Apr. 12, 1975, there was a 4¢ cola float.			
Shift Premiums:	0-22¢-27¢(0-18¢-24¢).			

Paid Holidays: **Effective** in 1976, 15(12) days with the addition of Friday following New Year's Day, Friday following Dominion Day and an additional day during the Christmas shutdown.

Health and Welfare: **Weekly Indemnity** - Effective Jan. 1, 1975, for employees earning under \$5.14 per hour (\$3.40-\$3.64), \$125(\$85), and for employees earning \$6.40 and over (\$5.40 or over), \$155(\$130).

Pension Plan: **Basic Pension** - For employees who retire on or after Jan. 1, 1975, \$9(\$8) per month per year of credited service prior to Jan. 1, 1975, and \$10 per month for all years after Jan. 1, 1975.

Effective Jan. 1, 1975, retirees or their surviving spouses not receiving a basic benefit of \$8 per month per year of service or effective Jan. 1, 1976, \$8.50 will have their benefit increased to these respective amounts consistent with the actuarial factor applied at time of retirement.

Supplemental Pension - Effective Jan. 1, 1975, increased as follows:

Pre-Statutory Benefit Age - \$8.00(\$7.50) per month per year of credited service to a monthly maximum of \$200 (\$187.50).

Post-Statutory Benefit Age - \$7.20(\$4.30) per month per year of credited service to a monthly maximum of \$180.00 (\$107.50).

Both of the above maxima to be reduced by the estimated statutory benefit as provided under the existing Plan.

ELECTRICAL PRODUCTS

RCA Ltd. at Midland - Local 532, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 30, 1975 to May 29, 1977, covering 660 employees, settled at the bargaining stage.

Wages:	Effective	<u>May 30/75</u>	<u>May 30/76</u>
	Increases		
	Grades I-IV	40¢	35¢
	Grades V-VIII	55¢	50¢
	Grades IX-XIV	65¢	60¢

<u>Effective</u>	<u>May 30/75</u>	<u>May 30/76</u>
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Skill Adjustments

Grades V-VIII	5¢	
Grades V-XIV		5¢
Grades IX-XIV	10¢	

Employees presently classified as Machinists in Labour Grade XIII will have their rate of pay increased to the starting rate of Labour Grade XIV and then will progress through the rate range.

Labour Grade V (Labourer)	\$4.03-\$4.23 (\$3.43-\$3.63)	\$4.58-\$4.78
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Labour Grade XIV (Electrician)	\$5.50-\$5.75 (\$4.75-\$5.00)	\$6.15-\$6.40
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Cost of Living Allowance(new): 1¢ per hour for each full 0.45 point change in the Consumer Price Index (1961 equals 100) adjusted quarterly beginning with the first payroll period in June 1976. Maximum allowance is set at 20¢ per hour in the contract year commencing May 30, 1976.

Bonus: A \$200 bonus provided to all employees on the active payroll June 1, 1975.

Paid Holidays: 11(10) days with the addition of a Floating Holiday to be observed Dec. 31 in 1975 and in 1976.

Paid Vacation: Effective July 1, 1975, 3 weeks after 5(7) years of service.

Health and Welfare: Weekly Indemnity - Maximum weekly payment \$123(\$96) with coverage provided for the first day of hospitalization and third day of accident (previously, 8th day of disability).

Semi-private Hospital Coverage - Maximum of \$6(\$5) per day.

NON-METALLIC MINERAL PRODUCTS

Consumers Glass Company Ltd. at Toronto - Local 200, United Glass and Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 20, 1975 to June 19, 1977, covering 790 employees, settled at mediation.

Wages:	Effective	June 20/75	June 20/76
	General Increases	80¢	65¢
	Tradesmen Adjustments	16¢ - 27¢	
	Labourer	\$5.01 (\$4.21)	\$5.66
	Electrician	\$6.20-\$6.42 (\$5.24-\$5.48)	\$6.85-\$7.07

Cost of Living Allowance: Commencing Oct. 1975, and based upon the Consumer Price Index as of June 1975, 1¢ per every 0.5 change in the index, adjusted quarterly. Maximum allowance over the life of the contract cannot exceed 15¢ per hour.

Forming Operator 61¢(46¢) per machine hour.

Bonus:

Shift Premiums: 0-13¢-20¢(0-13¢-18¢).

Overtime Pay: Double time commences after 10(12) consecutive hours of work.

Paid Vacation: Effective June 20, 1976, 4 weeks after 14(15) years of service.

Technological Change Separation Allowance: 3(2) months pay for workers having 5 years but less than 7 years of plant seniority.

Clothing Allowance: Employer will contribute \$19(\$15) per scheduled purchase of safety shoes by employees.

Tool Allowance: \$65(\$50) for the first year and \$75 for the second for each employee required to supply his own tools having a value of \$200 or more.

First Aid Premium: 25¢(15¢) per hour for employees designated and qualified to render first aid treatment at the worksite.

Health and Welfare: Group Life Insurance - Both male and female employees now covered for twice their annual earnings (previously, female employees were covered for their single earnings only).

Weekly Indemnity - \$122.50(\$105) per week. Coverage now begins first day of an accident or first day of hospitalization in the case of illness (previously coverage was from first day of an accident or 4th day for an illness whether hospitalized or not).

Life Insurance for Retirees - Retirees under the Company's Pension Plan will be provided with \$2,000(\$1,000) life insurance coverage.

EDUCATION AND RELATED SERVICES

The Durham Board of Education at Oshawa - Local 218, Canadian Union of Public Employees (CLC) (caretaking and maintenance employees, cafeteria staff and bus drivers): A 24-month renewal agreement effective from April 1, 1975 to March 31, 1977, covering 350 employees, settled at the mediation stage. (Previous agreement expired March 31, 1975.)

Wages:	Effective	Apr. 1/75	Oct. 1/75	Apr. 1/76
General Increases		18%	2%	12%
Additional Adjustments	10¢ - 34¢ classification adjustments; 10¢ for maintenance employees; 3¢ - 12¢ for Chief Custodians			
Matron	\$3.95 (\$3.12)	\$4.03	\$4.51	
General Labour	\$4.81 (\$3.98)	\$4.91	\$5.50	
Plumber	\$6.60 (\$5.49)	\$6.73	\$7.54	
Custodian	\$4.74 - \$5.27 (\$4.02 - \$4.47)	\$4.83 - \$5.38	\$5.41 - \$6.03	

Probationary period is 6 months. Maximum rate for Custodian reaches after 12 months.

Shift Premiums: 0 - 18¢ - 20¢ (0 - 15¢ - 18¢).

Call-Back Pay: Minimum of 2 1/2 (2) hours pay.

Weekend Pay: \$8.00 (\$7.00) per day for a custodian required to do firing on a weekend or paid holiday in order to maintain heat level in the school. Effective April 1, 1976, \$8.50 per day.

Paid Holidays: One day, date to be decided, or Heritage Day if declared a Statutory holiday, is added for a total of 13 (12).

Paid Vacations: 3 weeks after 4 (5) years, 4 weeks after 14 (15) years and 5 weeks after 24 (25) years. Effective in 1976, 3 weeks after 3 years and 5 weeks after 23 years.

Bereavement Leave: Grandchild included in up to 3 days' paid leave to attend funeral.

Sick Leave: 22 (20) days per year up to a maximum of 260 (250) days.

Welfare: Dental Plan - Effective September 1, 1975, employer pays 50% of the premiums for a new basic dental plan.

Mileage Allowance: 17¢ per mile (same) for normal driving for employees required to use their own cars and 20¢ per mile (new) for maintenance employees required to carry heavy tools and equipment.

London City Board of Education - Local 190, Canadian Union of Public Employees (CLC) (custodial services): A 12-month renewal agreement effective from Mar. 1, 1975 to Feb. 29, 1976, covering 350 employees, settled at the conciliation officer stage. (Previous agreement expired Feb. 28, 1975).

Wages:	Effective	<u>Mar. 1/75</u>	<u>Sept. 1/75</u>
	Increases	55¢ - 69¢	28¢ - 51¢
	Additional Adjustments	Some reclassifications	
	Job Group 2 (includes Custodian Grade 2, Light Duty)	\$3.70 (\$3.15)	\$3.98
	Job Group 3 (includes Custodian Grade 3, Regular Duty)	\$4.54-\$5.03 (\$3.93-\$4.38)	\$4.89-\$5.42
	Job Group 5 (includes Operating Engineer)	\$5.62 (\$4.93)	\$6.06

Probationary period is 90 calendar days. Maximum rates for Job Group 3 reached after 18 months.

London City Board of Education - Local 1150, Canadian Union of Public Employees (CLC) (office and clerical employees); A 12-month renewal agreement effective from Feb. 1, 1975 to Jan. 31, 1976, covering 205 employees, settled at the conciliation officer stage. (Previous agreement expired Jan. 31, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 1/75</u>	<u>Aug. 1/75</u>
Increases	\$16.45-\$24.50 per week	\$7.00-\$17.50 per week	
Job Group 1 (includes Typist-Clerk)	\$99.75-\$133.00 (\$83.30-\$114.10)	\$106.75-\$144.90	
Job Group 6 (Senior Secretary II)	\$155.75-\$206.50 (\$135.10-\$182.00)	\$166.60-\$224.00	

Probationary period is 90 calendar days. Maximum rates reached after 3 annual increases.

Peel County Board of Education at Mississauga - Local 1628, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from July 1, 1975 to June 30, 1976, covering 420 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>July 1/75</u>
General Increases		15 $\frac{1}{4}$ %
Level 2 (includes Clerk-Typist)	\$6,817-\$7,757 (\$5,915-\$6,731)	
Level 7 (includes Senior Secretary in Secondary School)	\$10,205-\$11,652 (\$ 8,855-\$10,110)	

Probationary period is 3 months. Maximum rates reached after increases at 6 months, 18 months and 30 months.

Paid Vacations: 4 weeks after 10 (11) years.

Sick Leave: Sick leave credits accumulate at the rate of 2 days per month up to a maximum of 288 (240) working days.

Welfare: OHIP - Employer pays 75% (66 2/3%) of the premiums for OHIP.
Extended Health Care Plan - Employer pays 50% of the premiums for plan with deductibles of \$25 per individual and \$50 per family (previously employee paid 100 % of premiums).

Peel County Board of Education at Mississauga - Caretakers' Association (Ind.):
A 12-month renewal agreement effective from July 1, 1975 to June 30, 1976, covering 360 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1975.)

Wages: Effective July 1/75

Increases	\$1,175 per year plus 5%; \$930-\$994 per year for full-time cleaners; 61¢ - 74¢ for cafeteria workers.
Additional Adjustments	Some new classifications have been included; additional adjustments for some classifications.
Cleaner (Full-time)	\$6,930 - \$8,279 (\$6,000 - \$7,285)
Assistant Custodian (Full-time)	\$9,786 - \$10,836 (\$8,145 - \$ 9,145)
Head Custodian (Schools over 65,000 sq. ft.)	\$10,686 - \$12,338 (\$ 9,002 - \$10,575)
Plumber	\$17,347 (\$15,346)

Probationary period is 6 months. Maximum rates for Cleaner, Assistant Custodian and Head Custodian reached after increases of \$50 per month.

Split Shift Allowance: \$25 (\$10) per month up to a maximum of \$250 (\$100) per year paid as mileage allowance to Head Custodians on split shifts.

Overtime Pay: Time and one-half (previously \$5.00 per hour) after 40 hours per week, when school is used by outside organization.

Welfare: OHIP - Employer pays 75% (66 2/3%) of the premiums for OHIP.
Life Insurance - Employer pays 66 2/3% (50%) of the premiums for life insurance.

Extended Health Care Plan - Employer pays 50% of the premiums for plan with deductibles of \$25 per individual and \$50 per family (previously employee paid 100% of the premiums).

Clothing Allowance: Employees may request uniform replacements up to a maximum of \$90 (\$75) per year plus tax for maintenance employees and \$80 (\$65) per year for caretaking employees.

The Sudbury Board of Education - Local 895, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 420 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1975.)

	Effective	<u>July 1/75</u>	<u>July 1/76</u>
Wages:	Increases	11¢ - \$1.10	12%
	Additional Adjustments	New wage structure for Custodians	
	Cleaning Helper	\$3.36 (\$2.95)	\$3.76
	Custodian	\$4.50-\$4.91* (\$4.39-\$4.76 Elementary \$3.95-\$4.31 Secondary)	\$5.04-\$5.50*
	Electrician	\$6.82 (\$5.98)	\$7.64
	Probationary period is 80 days. Maximum rates for Custodian reached after 3(4) years.		
Premium for Additional Certificates:	16¢(14¢) per hour for certificates where required for maintenance employees. Effective July 1, 1976, 18¢ per hour.		
Allowance for Custodian:	*51¢ - 86¢ per hour for Elementary Custodian(new). July 1, 1976, 57¢ - 96¢ per hour. Secondary Custodians are paid at the Custodian rate with no allowance.		
Shift Premiums:	0-19¢-23¢ (0-16¢-19¢) for maintenance and custodial employees.		
Sunday Premium:	25¢ per hour (new).		
Paid Vacations:	3 weeks after 4 years (same) plus 1 additional day per year of service up to and including 8 years; 4 weeks after 10(12) years plus 1 additional day for 2 years of service up to and including 18 years; 5 weeks after 20 (25) years plus 1 additional day for 2 years of service up to a maximum of 6 weeks (new) after 30 years.		

Part-time employees receive vacation pay of 8% after 10(12) years, 10% after 20(22) years and 12%(new) after 30 years.

Bereavement Leave: Up to 5(3) days' paid leave granted to attend funeral upon death of parent, spouse, brother, sister, child, grandparents, mother-in-law, father-in-law, sister-in-law and brother-in-law.

Sick Leave: Maximum accumulation of sick leave credits is 350 days (same) for employees with 25 or more years' seniority and 260(240) days for other employees.

Welfare: Dental Plan - Effective Sept. 1, 1975, employer pays 75% of the premiums for a new basic dental plan. Effective July 1, 1976, employer pays 100% of the premiums.

Mileage Allowance: \$1.00 per day plus 18¢ per mile (previously \$15.00 per month plus 14¢ per mile) for maintenance employees required to use their own vehicles and 18¢(14¢) per mile for other employees.

Mileage allowance will be increased by 1¢ per mile for each 10¢ increase in the average cost of gasoline after July 1, 1975.

The University of Guelph - Local 1334, Canadian Union of Public Employees (CLC) (firemen, trades, service and maintenance employees): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 433 employees, settled at the bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Oct. 1/75</u>
General Increases		15%	10¢
Additional Adjustment		Adjustment of wage rate schedules	
Building Custodian I		\$3.66 (\$2.87-\$3.18)	\$3.76
Fireman		\$4.70-\$5.51 (\$3.85-\$4.79)	\$4.80-\$5.61
Electrician		\$5.96 (\$4.67-\$5.18)	\$6.06

	<u>Effective</u>	<u>Jan. 1/76</u>	<u>May 1/76</u>
General Increases		5¢	Wage Re-opener
Building Custodian I		\$3.81	
Fireman		\$4.85-\$5.66	
Electrician		\$6.11	
Probationary period is 3 consecutive months. Maximum rates for Firemen reached after one 12-month increase. (previously after one 6-month and one 12-month increase).			
Shift Premiums:	0¢ - 17¢ - 22¢ (0¢ - 12¢ - 17¢).		
Fire Prevention Officers will receive shift premiums (previously they received a lump sum payment of \$150 per year in lieu of shift premiums).			
Saturday Premium:	22¢ (17¢) per hour.		
Sunday Premium:	50¢ (20¢) per hour.		
Overtime Pay:	Minimum of 3(2) hours pay at time and one-half.		
Paid Holidays:	Full (half) day before Christmas Day and full (half) day before New Year's Day are added for a total of 12(11). Effective in 1976, Dec. 29 is granted in lieu of the floating day.		
Paid Vacations:	4 weeks after 15 (18) years. Contract will be reopened in May 1976 to discuss vacations.		
Bereavement Leave:	3 (1) days' paid leave granted upon death of brother-in-law and sister-in-law.		
Welfare:	<u>Drug Plan</u> - Effective July 1, 1975, deductibles reduced to \$10 (\$25) per individual and \$20 (\$50) per family.		
	<u>Dental Plan</u> - Employer pays 50% of the premiums for a new basic dental plan.		
	Contract will be re-opened in May 1976, to discuss welfare benefits.		

University of Waterloo - Local 793, Canadian Union of Public Employees (CLC)
(plant operations and food services): A 24-month renewal
agreement effective from July 1, 1975 to June 30, 1977,
covering 390 employees, settled at the bargaining stage.
(Previously 2 separate agreements both of which expired
June 30, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>July 1/75</u>	<u>July 1/76</u>
	Increases	15% for plant operations; 12.5% for food services	Wage Re-opener on or after May 31, 1976
	Custodian I	\$4.38 (\$3.81)	
	Electrician	\$6.21 (\$5.40)	
	Food Services Assistant	\$3.43 (\$3.05)	
	Baker	\$4.82 (\$4.28)	
<u>Shift Premiums:</u>	0 - 25¢ - 25¢ (0 - 15¢ - 20¢).		
<u>Lead Hand Premium:</u>	40¢ (25¢) per hour.		
<u>Paid Holidays:</u>	One or two additional days, to be designated by employer, make a total of 11 or 12 (10).		
<u>Bereavement Leave:</u>	One day's paid leave granted to attend funeral upon death of mother-in-law, father-in-law, daughter-in-law, son-in-law, grandparent and legal guardian (3 days upon death of mother- in-law, father-in-law, daughter-in-law and son-in-law), and 3 days' paid leave, as previously, upon death of wife, husband, child, mother, father, brother and sister.		
<u>Meal Allowance:</u>	Minimum of \$2.00 (new) after 4 hours of overtime.		

PERSONAL SERVICES

The Sutton Place Hotel at Toronto - Local 299, Hotel Employees (AFL-CIO/CLC):
A 24-month renewal agreement effective from June 1, 1975 to
May 31, 1977, covering 346 employees, settled at the concili-
ation officer stage. (Previous agreement expired Mar. 31,
1975).

Wages:	Effective	<u>Apr./75</u>	<u>Apr./76</u>
	Increases	30¢-57¢	26¢-39¢ for kitchen staff, 25¢ for other employees
	Chambermaid	\$2.70 (\$2.25)	\$2.95
	Pastry Chef	\$3.92 (\$3.50)	\$4.31

All rates will remain 10¢ above the minimum wage during the term of the agreement.

Reporting Pay:
8(4) hours pay at straight time.

Paid Vacations:
Effective in 1975, 3 weeks after 7(8) years. Effective in 1976, 3 weeks after 6 years.

Sick Leave:
12(10) days per year.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Local 2228, International Brotherhood of Electrical Workers (AFL-CIO/CLC) (electronics group): A wage reopeners with a 6-month extension to May 16, 1976, covering 2,675 employees, settled at the bargaining stage. Wage increases are retroactive to May 19, 1975. The previous agreement was to expire Nov. 16, 1975.

Wages:	Effective	<u>May 19/75</u>
	General Increase	7%
<u>Annual Rates</u>		
EL-1	\$9,732-\$10,981 (\$9,095-\$10,263)	
EL-9	\$21,177-\$23,985 (\$19,792-\$22,416)	

Note: Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (nursing group): A 24-month renewal agreement effective from Dec. 30, 1974 to Dec. 30, 1976, covering 1,750 employees, settled at the conciliation board stage.

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 30/74</u>	<u>Dec. 29/75</u>
NU-HOS-3 (old NU-1 classification)			
Atlantic Region	\$10,688-\$12,730 (\$8,201-\$9,716)		\$12,045-\$14,347
Quebec Region	\$10,986-\$13,830 (\$8,338-\$10,378)		\$12,085-\$15,213
Ontario Region	\$12,337-\$14,480 (\$8,338-\$10,378)		\$13,447-\$15,783
Manitoba Region	\$11,630-\$13,380 (\$8,326-\$9,940)		\$12,764-\$14,685
Saskatchewan Region	\$10,520-\$11,880 (\$7,800-\$9,235)		\$12,624-\$14,256
Alberta Region	\$11,630-\$13,380 (\$8,326-\$9,940)		\$12,764-\$14,685
British Columbia Region	\$12,447-\$14,530 (\$9,283-\$11,337)		\$13,567-\$15,838
Yukon and Northwest Territories	\$12,337-\$14,480 (\$8,338-\$10,378)		\$13,447-\$15,783
NU-HOS-6 (old NU-4)			
Atlantic Region	\$13,188-\$16,180 (\$11,557-\$14,498)		\$14,863-\$18,235
Quebec Region	\$13,486-\$17,280 (\$11,557-\$14,498)		\$14,835-\$19,008
Ontario Region	\$14,837-\$17,930 (\$11,557-\$14,498)		\$16,172-\$19,544
Manitoba Region	\$14,130-\$16,830 (\$11,557-\$14,498)		\$15,508-\$18,471
Saskatchewan Region	\$13,020-\$15,330 (\$11,557-\$14,498)		\$15,624-\$18,396
	<u>Dec. 30/74</u>	<u>Dec. 29/75</u>	
Alberta Region	\$14,130-\$16,830 (\$11,557-\$14,498)		\$15,508-\$18,471
British Columbia Region	\$14,947-\$17,980 (\$11,557-\$14,498)		\$16,292-\$19,598
Yukon and Northwest Territories	\$14,837-\$17,930 (\$11,557-\$14,498)		\$16,172-\$19,544

Note: The former supervisory allowance of \$480 now being paid to level NU-I will be discontinued and incorporated into the salary scale of the new levels NU-HOS-3 and NU-CHN-3.

The \$550 supervisory allowance now being paid to Assistant Directors of Nursing at old level NU-3 at Camp Hill, Colonel Belcher, Whitehorse General and Inuvik General will continue to be paid in the new NU-HOS-5 level.

Hospital Nursing Sub-Group - Levels 1-6 with regional rates.

Community Health Nursing Sub-Group - Levels 1-6 with regional rates.

Nursing Consultant Sub-Group - Level 1 with one range of rates Canada-wide.

(Regional rates at the one level - NU-I, and rates for all other levels were Canada-wide).

Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Standby Pay: \$5(\$3) for each 8 hour period.

Paid Vacation: 4 weeks after 4(10) years of service and 5 weeks after 28(30) years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(lightkeepers): An 18-month renewal agreement effective from June 4, 1975 to Dec. 26, 1976, with wage increases retroactive to Dec. 30, 1974. The agreement covers 515 employees and was settled at the arbitration stage.

Wages:	Effective	Dec. 30/74	Oct. 5/75	June 27/76
	General Increases	12%	8%	6%
<u>Annual Rates</u>				
LI-1		\$7,404-\$8,338 (\$6,611-\$7,445)	\$7,996-\$9,005	\$8,476-\$9,545
LI-4		\$8,949-\$9,829 (\$7,990-\$8,776)	\$9,665-\$10,615	\$10,245-\$11,252
LI-9		\$13,363-\$14,504 (\$11,931-\$12,950)	\$14,432-\$15,664	\$15,298-\$16,604

Note: Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Shift Premiums: 0-15¢-21¢(0-12½¢-18½¢).

	<u>Full-Time</u>	<u>Seasonal</u>
In 1-man stations	\$550(\$450)	\$500(\$450)
In 2-man stations	\$500(\$450)	\$390(\$350)
In 3-man stations	\$150(\$125)	\$150(\$125)

Paid Vacation: Effective June 4, 1975, 4 weeks after 15(18) years of service.

Effective July 1, 1975, 5 weeks after 29(30) years, and effective Apr. 1, 1976 after 28 years.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (ships crews, non-supervisory and supervisory): A 24-month renewal agreement effective from Jan. 27, 1975 to Jan. 23, 1977, covering 2,810 employees, settled at the conciliation officer stage.

	<u>Effective</u>	<u>Jan. 27/75</u>	<u>Jan. 26/76</u>
Average Increases		18%	10.4%

Monthly Rates

East Coast

Deck Employees	\$764.00-\$924.00 (\$631.67-\$798.67)	\$843.00-\$1,020.00
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Specialist Trades	\$767.00-\$1,076.00 (\$648.67-\$933.67)	\$847.00-\$1,188.00
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West Coast

Deck Employees	\$834.00-\$1,023.00 (\$721.67-\$898.67)	\$922.00-\$1,130.00
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Specialist Trades	\$824.00-\$1,191.00 (\$711.67-\$1,078.67)	\$910.00-\$1,315.00
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Note: Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Sailing Time:	Where an employee is required to report on his day of rest or a designated paid holiday and the vessel is in his home port, he will receive compensation at the applicable rate for any work performed on that day or 1 hour's pay at straight time rate (new).
Diving Duty Allowance:	\$325(\$275) per annum.
Paid Vacation:	Effective Apr. 1, 1975, 4 weeks after 15(18) years of service and 5 weeks after 28(30) years.
Bereavement Leave:	If during a period of compensatory leave an employee is bereaved, his leave credits will be restored to the extent of any concurrent bereavement leave granted.
Leave for Adoption(new):	1 day's special leave with pay for the adoption of a child. This leave may be divided into 2 periods and granted on separate days.
Meals and Quarters Allowance:	\$55(\$45) per month in lieu of meals and quarters on the vessel when in home port.
Overtime Meal Allowance:	\$2.50(\$2.00) for first meal after 11 consecutive working hours, \$1.75 for second meal after next 4 hours overtime.

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Provincial Police Association, Inc. (Ind.):
A 12-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1976, covering 3,800 employees, settled at the bargaining stage.

Wages:	Effective	<u>Apr. 1/75</u>
<u>Annual Rates</u>		
Constable (12-24 months)		\$13,945 (\$11,724)
Constable, 1st Class (36 months and over)		\$16,100 (\$13,536)
Staff Sergeant (12 months and over)		\$20,125 (\$17,072)

Salaries (new): Any Constable required to be in charge of a detachment shall receive the first step level of a Corporal's pay.

Acting Pay: Employees shall receive acting pay after working 15(20) days in an acting capacity with the pay being retroactive to the first day of such work.

Shift Premium (new): Effective June 2, 1975, 15¢ per hour for all hours worked between 5 p.m. and 7 a.m. Where more than 50% of the hours worked fall within this period, the premium shall be paid for all hours worked.

Statutory Holidays (new): Employees shall be paid at the rate of 1½ times their regular salary for all statutory holidays lieu days accumulated and not used by the last day of Feb. each year.

Plain Clothes Allowance: \$500(\$425) per year.

Extended Health Plan: Major Medical - Effective June 1, 1975, employer pays 100% (25%) of the premium.

LOCAL ADMINISTRATION

Mississauga City Corporation - Local 1212, Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 210 employees, settled at the bargaining stage. (Previous agreement expired Dec. 31, 1974).

Wages:	Effective	Jan. 1/75
	Increases	\$1,945 for 1st Class Fire Fighter
		Wages for other classifications are calculated as a percentage of 1st Class Fire Fighters' wage.
Third Class Fire Fighter		\$12,484 (\$10,928)
First Class Fire Fighter		\$15,605 (\$13,660)
Captain		\$17,946 (\$15,709)

Paid Vacations: 4 weeks after 14 (15) years. Effective in 1976, 4 weeks after 13 years.

Welfare: Dental Plan - Effective July 1, 1975, employer pays 50% of the premiums for a new basic dental plan.

Cleaning Allowance: \$40 (\$25) per year to be paid to all ranks above 1st class Fire Fighter , plus Inspection Staff, for cleaning of their uniforms.

Ottawa City - Ottawa Police Association Limited (Ind.): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 685 employees, settled at the bargaining stage.

Wages:	Effective	<u>Dec. 20/74</u>
	General Increase	19.5% up to and including Sergeant
	<u>Annual Rates</u>	8% differential between each rank above Sergeant
	Police Constable (3rd Class)	\$12,978 (\$10,860)
	Staff Sergeant	\$20,126 (\$16,349)
	Staff Superintendant	\$29,571 (\$20,855)

Health and Welfare: Group Life and Long Term Disability Insurance Plan - The Board's contribution is 66 2/3% of premium costs (40-45% for Group Life and 60% for L.T.D.).

Medical - Employees must submit for medical examinations, whenever called upon to do so, during the year and give the Board the results of such examinations (new).

Court Time: Time and one-half for court appearance on day off and compensated in money (time off on hour for hour basis).

Plain Clothes Allowance: \$425 (\$325) annually.

Meal Allowance: Breakfast \$2 (\$1.40), lunch \$4 (\$3) and dinner \$7 (\$5).

CONSTRUCTION

Hamilton Construction Association - Local 837, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 900 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>June 1/75</u>	<u>July 1/75</u>	<u>Nov. 1/75</u>
	General Increases	50¢	2.5¢	40¢
	Labourer	\$7.000 (\$6.500)	\$7.025	\$7.425
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>	
	General Increases	45¢	45¢	
	Labourer	\$7.875	\$8.325	
Vacation Pay:		Effective July 1, 1975, vacation pay of 9% (8%). Effective Jan. 1, 1976, vacation pay of 10%.		
Welfare:		Effective July 1, 1975, employer contributes 50¢ (35¢) per hour.		
Pension Plan:		Effective May 1, 1976, employer contributes 50¢ (40¢) per hour.		

Kingston Construction Association - Local 249, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>June 1/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	\$1.05	80¢	\$1.01
	J Journeyman Carpenter	\$9.39 (\$8.34)	\$10.19	\$11.20

London and District Construction Association - Local 1059, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 500 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>June 30/75</u>	<u>Nov. 1/75</u>
	General Increases	88¢	33¢
	Labourer (Middlesex)	\$6.90 (\$6.02)	\$7.23
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	55¢	41¢
	Labourer (Middlesex)	\$7.78	\$8.19
Hours of Work:	Hours of work reduced to 40 (42 1/2) hours per week.		

Windsor Construction Association - Local 494, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 750 employees, settled after a strike. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>June 27/75</u>	<u>Nov. 1/75</u>
	General Increases	92¢	70¢
	J Journeyman Carpenter	\$7.97 (\$7.05)	\$8.67
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	69¢	60¢
	J Journeyman Carpenter	\$9.36	\$9.96

Association of Millwrighting Contractors of Ontario - Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from June 1, 1975 to May 31, 1977, covering 1,800 employees, settled at the bargaining stage. (Previous agreement expired May 31, 1975).

Wages:	Effective	<u>June 16/75</u>	<u>June 1/76</u>
	General Increases	\$1.20	\$1.00
	Journeyman Millwright (Zone B)	\$9.36 (\$8.16)	\$10.36
Welfare:		Effective June 16, 1975, employer contributes 48¢ (40¢) per hour. Effective June 1, 1976, employer contributes 50¢ per hour.	
Pension Plan:		Effective June 16, 1975, employer contributes 40¢ (30¢) per hour. Effective June 1, 1976, employer contributes 78¢ per hour.	

Electrical Construction Association of Hamilton - Local 105, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 1,000 employees, settled during a strike. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>June 10/75</u>	<u>May 1/76</u>
	General Increases	\$1.36	\$1.69
	J Journeyman Electrician	\$10.75 (\$9.39)	\$12.44

Mechanical Contractors Association of Sudbury - Local 800, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 480 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>June 6/75</u>	<u>Nov. 1/75</u>
	General Increases	65¢	59¢
	J Journeyman Plumber	\$9.00 (\$8.35)	\$9.59
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	76¢	26¢
	J Journeyman Plumber	\$10.35	\$10.61
Vacation Pay:	Vacation pay of 10% (9%).		
Welfare:	Effective June 6, 1975, employer contributes 25¢(24¢) per hour. Effective May 1, 1976, employer contributes 30¢ per hour.		
Pension Plan:	Effective June 6, 1975, employer contributes 30¢(17¢) per hour. Effective May 1, 1976, employer contributes 40¢ per hour.		

Toronto Sheet Metal and Air Handling Group - Local 30, Sheet Metal Workers AFL-CIO/CLC: A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 2,000 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>June 2/75</u>	<u>May 1/76</u>
	General Increases	\$1.37	\$1.36
	J Journeyman Sheet Metal Worker	\$9.72 (\$8.35)	\$11.08

ADDENDUM

This addendum consists of one settlement ratified in April, 1975 and four in May, 1975.

ELECTRICAL PRODUCTS

Philips Electronics Industries Ltd. at Strathroy - Christian Labour Association of Canada (Ind.): A 24-month first agreement effective from Feb. 2, 1975 to Jan. 29, 1977, covering 225 employees, settled at the bargaining stage and ratified in Apr. 1975.

Wages:	Effective	<u>Feb. 3/75</u>	<u>Aug. 4/75</u>
	Increases	12¢ - 76¢	15¢
	Group 3 (includes Factory Helper)	\$2.65 (\$2.53)	\$2.80
	Group 9 (includes Maintenance Employee)	\$4.45 (\$3.82)	\$4.60
	Effective	<u>Feb. 2/76</u>	<u>Aug. 2/76</u>
	General Increases	25¢	15¢
	Group 3 (includes Factory Helper)	\$3.05	\$3.20
	Group 9 (includes Maintenance Employee)	\$4.85	\$5.00
Cost-of-Living Allowance:	Effective Feb. 1975, new cost-of-living provision of 1¢ per hour per 0.6 change in the Consumer Price Index (1961=100), commencing with the comparison of the Mar. 1975 and Dec. 1974 Indexes, to be adjusted quarterly.		
Paid Holidays:	Two days, during the Christmas period, are added for a total of 11(9).		

Welfare:

Life Insurance, OHIP, Weekly Indemnity Plan, Drug Plan and Dental Plan - Employer contributes 20¢ per hour per full family contributor, 10¢ per hour per full single contributor or partial family contributor and 5¢ per hour per partial single contributor towards the premiums for life insurance, OHIP, weekly indemnity plan and drug plan. Effective Apr. 25, 1976, on the introduction of a new dental plan, employer pays 24¢, 12¢ and 6¢ respectively.

Life Insurance - \$7,500 (\$4,000).

Dental Plan - Effective May 1, 1976, a new dental plan, with 80%/20% co-insurance, will be introduced to provide preventive basic dental care, plus periodontal, endodontic and surgical services.

CONSTRUCTION

Electrical Contractors Association of Oshawa - Port Hope - Local 894, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 300 employees, settled at the post-conciliation bargaining stage and ratified in May 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	May 26/75	Nov. 1/75
General Increases		\$1.13	23¢
J Journeyman Electrician		\$9.77 (\$8.64)	\$10.00
Effective		May 1/76	Nov. 1/76
General Increases		\$ 1.14	22¢
J Journeyman Electrician		\$11.14	\$11.36

Sarnia Construction Association - Local 793, Operating Engineers (AFL-CIO/CLC): A 48-month renewal agreement effective from May 1, 1975 to Apr. 30, 1979, covering 240 employees, settled at the bargaining stage and ratified in May 1975. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 20/75</u>	<u>May 1/76</u>
	General Increases	\$1.51	\$1.13
	Journeyman Engineer	\$10.04 (\$8.53)	\$11.17
	Effective	<u>May 1/77</u>	<u>May 1/78</u>
	General Increases	88¢	84¢
	Journeyman Engineer	\$12.05	\$12.89

Cost-of-Living Allowance: Effective May 1977, if the Consumer Price Index has risen more than 7.9% in the previous year, employees will receive a cost-of-living allowance equal to the percentage difference between the increase in the Index and 7.9%. Effective May 1978, if the Consumer Price Index has risen more than 7.0% in the previous year, employees will receive a cost-of-living allowance equal to the percentage difference between the increase in the Index and 7.0%.

Windsor Sheet Metal Contractor's Association - Local 235, Sheet Metal Workers, (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 200 employees, settled at the conciliation officer stage and ratified in May 1975. (Previous agreement expired Apr. 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	86¢	77¢
	Journeyman Sheet Metal Worker	\$8.94 (\$8.08)	\$9.71
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	68¢	60¢
	Journeyman Sheet Metal Worker	\$10.39	\$10.99

Welfare: Effective May 1, 1975, employer contributes 35¢(30¢) per hour.

LOCAL ADMINISTRATION

York Regional Municipality (Police Department) - Regional Municipality of York Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1975 to December 31, 1975, covering 230 employees, settled at the bargaining stage and ratified in May 1975. (Previous agreement expired December 31, 1974.)

Wages:	Effective	<u>Jan. 1/75</u>
	Increases	\$ 1,680 - \$3,258 per year
	3rd Class Constable	\$12,815 (\$11,000)
	1st Class Constable	\$15,727 (\$13,500)
	Inspector	\$20,970 (\$18,000)
Overtime Pay:	Employees may take time off on the basis of time and one-half in lieu of overtime pay (new).	
Pension Plan:	Effective January 1, 1975, O.M.E.R.S. supplementary pension plan type 1 will provide benefits of 1 3/4%.	
Mileage Allowance:	18¢ (15¢) per mile for employees required to travel to attend court, inquest or litigation.	

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Labour Canada Travail
Canada



CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
// TORONTO



COLLECTIVE BARGAINING SETTLEMENTS
// IN ONTARIO REACHED DURING JULY 1975

Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

CONTENTS

This report consists of summaries of 38 collectively bargained settlements in Ontario's industries in July 1975. It also includes an addendum of 6 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

August 26, 1975

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MINING

International Nickel Company of Canada, Ltd. at Sudbury - Local 6500,
United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from July 19, 1975 to July 10, 1978, covering 14,500 employees, settled after a work stoppage.

Wages:	Effective	<u>July 19/75</u>	<u>July 10/76</u>	<u>July 10/77</u>
	Special Allowance Fold-in	38¢		
	COLA Fold-in		15¢	
	General Increases	90¢	20¢	20¢
	Job Class Increment	12¢(11½¢)	12½¢	
	Job Class 1 (Surface Labourer)	\$5.45 (\$4.17)	\$5.80	\$6.00
	Job Class 16 (Electrician 1st Class)	\$7.25 (\$5.895)	\$7.675	\$7.875
Cost of Living Allowance:	Commencing July, 1976, 1¢ increase for each 0.35 increase in the Consumer Price Index calculated quarterly with first adjustment, if required, to be made in November, 1976. No maximum or cap. The present 15¢ COLA will remain as a float until July 10, 1976 at which time it will be folded into the wage rates (previously 1¢ for each 0.4 rise in the CPI, capped at 15¢).			
Shift Premium:	0-20¢-25¢(0-12¢-18¢).			
Sunday Premium:	\$1.00(75¢) per hour.			
Paid Holidays:	11(10) days with the additional day's date to be agreed annually between the Company and the Union.			
Paid Vacation:	2 weeks after 1 year of service, 3 weeks after 10 years and 4 weeks after 20 years (unchanged), 5 weeks after 25(30) years and 6 weeks (new) after 30 years.			
Vacation Bonus:	Effective Jan. 1976, \$50(\$30) per week. Effective Jan. 1977, \$60 per week.			
Educational Allowance:	Upon successful completion of work-related study courses, the employer will pay 100%(50%) of the cost for such courses up to a maximum of \$300.			
Meal Allowance:	In addition to the lunch provided after 2 hours of overtime worked, the employer will provide a second lunch after 5 hours of overtime. Employees working more than 4 hours on a call-out will also be entitled to a lunch.			

Maintenance of Rate (technological change):	3(5) years of seniority required for coverage under the one-year maintenance of rate plan for employees demoted due to major innovative change in equipment, process or technology that results in the complete or partial discontinuation of any department.
Occupational Health Study Fund:	\$150,000 funded by the employer and administered by a joint labour-management committee for the purpose of researching potential occupational health problems.
Health and Welfare:	<u>Life Insurance</u> - \$10,000(\$8,000). <u>Weekly Indemnity</u> - Effective Aug. 1, 1975, \$145(\$110) per week. Effective July 10, 1976, \$150.
Pension Plan:	<u>Basic Benefit</u> - \$10(\$8) per month per year of service. <u>Early Retirement</u> - No actuarial reduction at age 58 (60) with 30 years' service. <u>Guaranteed Benefit</u> - An employee with 30 years' service will receive a minimum monthly alternate benefit ranging from \$460(\$360) at age 55 to \$610(\$450) at age 65. An employee with 20 years' service receives a minimum monthly alternate benefit ranging from \$299(\$221) at age 55 to \$427(\$315) at age 65. Alternate benefit is inclusive of Old Age Security and Canada Pension Plan benefits. The greater of basic or alternate benefit is applicable before or after age 65. <u>Disability Supplemental Pension</u> - \$3(\$2.50) per month per year of service. <u>Post-Retirement Widow's Pension</u> - If pensioner dies within 10 years of his retirement, the eligible surviving widow will continue to receive 100%(50%) of the basic pension for the balance of the 10 years and 50% of the basic pension thereafter. <u>Pre-Retirement Widow's Pension</u> - 10(20) years of service for eligibility.

Caland Ore Company Limited at Atikokan - Local 5855, Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement, effective from May 1, 1975 to April 30, 1978, covering 370 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
General Increases		60¢ on wage base	40¢ on wage base	-
Job Class Increments		10.5¢ (9.5¢)	10.5¢	11.0¢
Cost-of-living Fold-in		60¢ cost-of-living was folded into wage rates *		20¢ cost-of-living is guaranteed folded into wage rates
Class 2 (includes General Labourer)		\$4.95 (\$3.74)	\$5.35	\$5.555
Class 18 (includes Machinist)		\$6.63 (\$5.26)	\$7.03	\$7.315
Effective		<u>Aug. 1/76</u>	<u>May 1/77</u>	<u>Aug. 1/77</u>
General Increases		25¢ on wage base		30¢ on wage base
Job Class Increments		11.0¢	11.5¢	11.5¢
Cost-of-Living Fold-in			20¢ cost-of-living is guaranteed and folded into wage rates.	
Class 2 (includes General Labourer)		\$5.805	\$6.01	\$6.31
Class 18 (includes Machinist)		\$7.565	\$7.85	\$8.15
<p>*Note: 60¢ cost-of-living fold-in includes a 15¢ adjustment effective in 1974.</p>				
Cost-of-Living Allowance:	Cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100), to be adjusted quarterly. Effective May 1, 1977, 1¢ per hour per 0.35 change in the Consumer Price Index.			
Shift Premiums:	0 - 12¢ - 18¢ (0 - 10¢ - 15¢). Effective May 1, 1976, 0 - 15¢ - 20¢.			
Sunday Premium:	55¢ (40¢) per hour. Effective May 1, 1976, 65¢ per hour. Effective May 1, 1977, 75¢ per hour.			
Paid Holidays:	Effective July 18, 1975, 1 floating day is added for a total of 10 (9).			

Welfare: Life Insurance - \$8,000 (\$7,000). Effective May 1, 1976, \$9,000.

Dental Plan - Effective Aug. 1, 1975, employer pays 100% of the premiums for a new dental plan - Blue Cross No. 7, plus Riders 1 and 2.

Pension Plan: \$7 (\$6) per month per year of service. Effective Nov. 1, 1976, \$8 per month per year of service.

Minimum Disability Pension of \$250 (\$150) per month for employees with 10 years' service or more.

Steep Rock Iron Mines Limited at Atikokan - Local 3466, Steelworkers (AFL-CIO/CLC):
A 36-month renewal agreement effective from May 1, 1975 to April 30, 1978, covering 470 employees, settled during a strike.
(Previous agreement expired April 30, 1975.)

Contract Changes: Similar to those reported for Caland Ore Company Limited on page 236.

FOOD AND BEVERAGE

Canada Packers Limited at Walkerton - Local P1105, Food Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from April 1, 1975 to March 31, 1977, covering 270 employees, settled during a strike. (Previous agreement expired March 31, 1975.)

Wages: Retroactive pay for all employees on payroll on date of ratification, pro-rated during the period from April 1, 1975 to July 23, 1975.

Effective	July 23/75	Apr. 1/76
General Increases	70¢	70¢
Group A (General Labourer)	\$3.95 - \$4.30 (\$3.25 - \$3.60)	\$4.65 - \$5.00
Maintenance Mechanic A	\$4.92 - \$5.22 (\$4.22 - \$4.52)	\$5.62 - \$5.92

Note: Previous rates include an interim adjustment of 20¢ for General Labourer and 27¢ for Maintenance Mechanic A.

Maximum rates reached after probationary period of 3 months.

Shift Premiums: 17¢ (15¢) per hour for hours worked between 6.00 p.m. and 6 a.m. and for hours worked on shifts commencing between 3.00 p.m. and 6.00 p.m. Effective April 1, 1976, 20¢ per hour.

Sunday Premium: \$1.25 (\$1.00) per hour. Effective April 1, 1976, \$1.35 per hour.

Saturday Premium: 90¢ (65¢) per hour. Effective April 1, 1976, \$1.00 per hour.

Pay for Work on a Paid Holiday: Double time (time and one-half) in addition to regular holiday pay.

Paid Holidays: Effective in 1976, Remembrance Day is added for a total of 10 (9).

Paid Vacations: Effective April 1, 1976, 3 weeks after 5 (6) years and 5 weeks after 22 (25) years.

Welfare:

Life Insurance - Employer pays 100% (75%) of the premiums for plan.

Weekly Indemnity Plan - Benefits range from \$88 to \$93 (\$70 - \$75) per week, depending on classification, payable, as previously, from the first day of hospitalization and third day of illness or accident for periods ranging from 4 weeks for employees with 6 months' service to 52 weeks for employees with 10 years' service and over. Effective April 1, 1976, benefits range from \$103 - \$108 per week.

Major Medical Plan - Deductibles of \$25 (same) per individual and \$50 (\$75) per family, with 85% (80%) of remaining expenses paid.

United Co-operatives of Ontario (Tend-R-Fresh Plant) at Petersburg - Local P-1116, Canadian Food and Allied Workers (AFL - CIO/CLC):
A 22-month renewal agreement effective from June 1, 1975 to March 31, 1977, covering 225 employees, settled during a strike. (Previous agreement expired May 31, 1975)

Wages: Retroactive pay of 70¢ per hour worked during the period from June 1, 1975 to July 8, 1975 for employees on payroll July 31, 1975.

Effective	<u>July 31/75</u>	<u>May 31/76</u>
Increases	57¢ - \$1.07	45¢ - 76¢
Group I (includes Packer)	\$3.80 - \$4.30 (\$2.85 - \$3.40)	\$4.45 - \$5.00
Group 6 (includes Certified Mechanic)	\$4.82 - \$5.42 (\$3.75 - \$4.45)	\$5.42 - \$6.12

Maximum rates reached after probationary period of 90 days.

Lead Hand Premium:

Shift Premiums:

Pay for Work on a Paid Holiday:

Double time (time and one-half) in addition to regular holiday pay for employees required to work on New Year's Day, Labour Day, Good Friday, Victoria Day, Thanksgiving Day, or Christmas Day. Double time (time and one-half) in addition to regular holiday pay for fourth day, for employees required to work all four days of Dominion Day, Civic Holiday, Remembrance Day and Boxing Day.

Sunday Premium:

Saturday Premium:

Bereavement Leave:

Jury Duty Leave:

Safety Shoe Allowance:

Employer pays 50% of cost of safety leather boots to a maximum of \$14.00 (\$10.00) and of freezer boots to a maximum of \$18.00 (\$15.00) for designated employees. Employer pays 50% of cost of second and subsequent pairs of safety rubber boots to a maximum of \$10.00 per pair (new).

CLOTHING

National Garment Manufacturers Association (Sportswear Division) and five other firms at Toronto - Local 253, United Garment Workers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 550 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>
	General Increases	10%	10%
	Piece Workers	Basic piece-work rate plus 87% (77%) plus 50¢ per hour.	Basic piece-work rate plus 97% plus 50¢ per hour.
	General Hand	\$2.64 (\$2.29)*	\$2.90

* Increased to \$2.40 May 1, 1975 as a result of an increase in the Ontario minimum wage. The 10% general increase was applied to this new level.

Paid Holidays: Effective in 1976, 10(9) days with the addition of Heritage Day if declared as a statutory holiday by the government. If not declared, the 10th day will be February 15 or the closest Monday.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 10(11) years and 4 weeks after 20 years (unchanged).

PRIMARY METALS

Steel Company of Canada, Ltd. (Hilton Works) at Hamilton - Local 1005,
United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Aug. 1, 1975 to July 31, 1978, covering 11,270 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>	<u>Aug. 1/77</u>
	COLA Fold-in	29¢		
	General Increases	90¢	20¢	20¢
	Job Cl. Increment	11.7¢ (10.7¢)	12.2¢	12.7¢
	Job Class 1 (Janitor)	\$5.25 (\$4.06)	\$5.45	\$5.65
	Job Class 28 (Senior Rolling Mill Operator)	\$8.409 (\$6.949)	\$8.744	\$9.079

Supplemental Pay Plan: The 1974 interim adjustment ranging from 15¢ to \$1.06 is extended without change for three years. The Plan provides for quarterly lump sum payments according to the following schedule:

Job Cl. 1-3, 15¢ per hour
Job Cl. 4, 16¢ per hour
Job Cl. 5-28, 3.8¢ per hour times the Job Class level.

Exception: Effective Aug. 1, 1975, production employees in the Coke Ovens and Blast Furnace Departments will receive supplemental pay on the basis of 6 job classes higher than their rated job class.

Cost of Living Allowance: 1¢ per hour for each 0.3 increase in the Consumer Price Index (1971 equals 100), calculated quarterly beginning with the period Apr. 1976 to July 1976. No cap and no minimum. All money being paid as a COLA will be folded into the base rate Aug. 1, 1977.

Shift Premium: 0-20¢-25¢(0-15¢-20¢).

Sunday Premium: \$1(75¢) per hour.

Split Day Off Premium: \$1(75¢) per hour for all straight time hours worked on the day of interruption. Effective Aug. 1, 1975, the premium applies also on split shifts that fall on Statutory Holidays.

Meal Allowance (new): \$2 after 2 hours of overtime worked.

Paid Vacation: 2 weeks after 1 year of service and 3 weeks after 5 years (unchanged), 4 weeks after 12(15) years, 5 weeks after 21(25) years and 6 weeks (new) after 30 years.

Health and Welfare: Life Insurance - For all employees under age 65, \$13,000(\$10,000 for married employees and \$7,000 for single employees).
Total and Permanent Disability Benefit, \$3,000(\$2,000).
Extended Disability Benefit, \$10,000(\$8,000).
Disability Benefits available up to age 65(60).
Insurance for employees over age 65, \$3,000(\$2,000).
Insurance for new pensioners, \$3,000(\$2,000).

Weekly Indemnity - \$170(\$110) per week with payment made from first day of hospitalization (eighth day), first day of accident or eighth day of non-hospitalized illness.
Chiropractor or osteopath now included in certification for weekly indemnity for up to 4 weeks.

Long Term Disability - \$400 per month without offsets (\$350 with offsets).

Dental Plan - Deductible eliminated (\$25).
Co-insurance eliminated (employee paid 20%).
Periodontal and endodontal benefits added.

Optical Benefits - \$25(\$10).

Pension Plan:	<p><u>Basic Benefit</u> - \$10(\$7) per month per year of service to a maximum of 40 years.</p> <p><u>Supplementary Benefit</u> - \$9(\$6.50) per month per year of service to a maximum of 30 years.</p> <p><u>Early Retirement</u> - Unreduced pension on retirement at age 58(60) with 30 years of service.</p> <p><u>Current Pensions</u> - Increased by \$40 per month.</p>
Supplementary Unemployment Benefit:	<p><u>Survivor Pension</u> - Benefits for widows increased by a proportionate amount.</p> <p>Common-law wife included as spouse for survivor benefits if no legal spouse and cohabitation has been continuous for at least 7 years.</p> <p>\$40 stacked on U.I.C. benefits. (During the previous agreement, the amount was reduced from \$30 to \$7 due to offsetting increases in U.I.C. benefits.)</p>
Maintenance of Earnings (Technological Change):	Eligible employee with 3 or more years of service, who is permanently displaced from a job due to a technological change will be entitled to have his earnings maintained for 3(2) pay periods for each year of Company service, not to exceed 78(52) pay periods.
Supplementary Payment Plan (Technological Change):	Supplementary payment will be based on the original job class of the employee whose earnings are reduced as a result of technological change.
Industrial Health Research Grants:	Grant of \$100,000 to a medical research institution for research into industrial hazards and a grant of \$25,000 to promote occupational health.
Safety and Health Committee:	Company will pay lost time for members of the Safety and Health Committee attending joint company-union meetings on safety and health matters.
Safety Shoes:	Company pays 50%(25%) with no limit specified as to the number of pairs per year allowed.
Tool Allowance:	Additional trade and craft jobs included in the apprentice tool allowance.
Jury Duty:	An employee called for jury service, who is scheduled on night shift, will be paid for the shift before his jury service and, if necessary, for the shift at the end (new).
Bereavement Pay:	One day's paid leave if employee does not attend the funeral of a relative covered in the bereavement pay section (new).

Kelsey-Hayes Canada Limited (Eureka Foundry Plant) at Woodstock - Local 636,

Auto Workers (CLC): A 36-month renewal agreement effective from Feb. 1, 1975 to Jan. 31, 1978, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Jan. 31, 1975.)

Wages:	Effective	Feb. 1/75	Feb. 1/76	Feb. 1/77
General Increases		35¢	22¢	23¢
Additional Adjustments		35¢ inequity adjustment for Electrician		
Cost-of-Living Fold-in		80¢ cost-of-living was folded into wage rates, leaving a float of 12¢		
Foundry Labourer		\$4.90-\$4.95 (\$3.75-\$3.80)	\$5.12-\$5.17	\$5.35-\$5.40
Foundry Maintenance		\$5.20-\$5.30 (\$4.05-\$4.15)	\$5.42-\$5.52	\$5.65-\$5.75
Electrician		\$6.03-\$6.13 (\$4.53-\$4.63)	\$6.25-\$6.35	\$6.48-\$6.58
Probationary period is 45 days worked. Maximum rates reached after 90 days.				
Cost-of-Living Allowance:	Cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100), to be adjusted quarterly (same formula). 1¢ per hour cost-of-living allowance will be diverted for 10 quarters to pay the cost of premiums for a new dental plan.			
Shift Premiums:	0 - 22¢ - 25¢ (0 - 17¢ - 22¢).			
Paid Holidays:	Two floating days, to be agreed upon by Feb. 1 of each year, are added for a total of 14 (12).			
Welfare:	<u>Life Insurance</u> - \$8,500 (\$8,000). Effective February 1, 1976, \$9,500. Effective February 1, 1977, \$10,000. <u>Life Insurance for Retirees</u> - \$1,500 (\$1,000).			
	A.D.&D. - \$4,250 (\$4,000). Effective February 1, 1976, \$4,500. Effective February 1, 1977, \$5,000.			
	<u>Weekly Indemnity Plan</u> - Benefits increase to \$120 (\$90) per week, payable, as previously, on a 1-4-52 basis. Effective February 1, 1976, benefits of 66 2/3% of weekly earnings up to an amount equal to U.I.C. maximum.			

Dental Plan - 1¢ per hour cost-of-living allowance will be diverted for 10 quarters to pay the cost of premiums for a new basic preventive dental plan, effective Aug.1,1975.

Pension Plan:

Basic benefits of \$7.75 (\$6.30) per month per year of service. Effective February 1, 1976, \$8.25 per month per year of service. Effective February 1, 1977, \$8.75 per month per year of service.

Supplementary benefits of \$7.75 (\$6.30) per month per year of service. Effective February 1, 1976, &\$8.25 per month per year of service. Effective February 1, 1977, \$8.75 per month per year of service.

An additional \$1.00 per month per year of service for present retirees. Effective February 1, 1976 and February 1, 1977, an additional 25¢.

Early retirement at age 57 (58) after 30 years of service, with reduction factor to age 60 (65) and with a maximum payment of \$470 (\$360) per month until age 65. Effective February 1, 1976, maximum payment of \$485 per month and effective February 1, 1977, \$495.

Early retirement at age 60 after 10 years of service, with reduction factor to age 62 (65).

Automatic Survivor Option on future retirees (new).

Transition and Bridge benefits of \$175 (\$150) per month at age 45 (50).

Supplemental
Unemployment
Benefit

Employer pays 6¢ (5¢) per hour per employee for supplemental unemployment benefits. Effective February 1, 1976, employer pays 7¢ per hour. Effective February 1, 1977, employer pays 8¢ per hour. Effective Aug.1,1975, maximum benefit of \$80 (\$70).

Short Work
Week Benefit:

Number of hours by which 40 exceeds number of hours worked multiplied by 70% (65%) of hourly rate and effective February 1, 1976, by 80%.

Safety Shoe
Allowance:

Employer contributes \$15.00 towards the cost of 1 pair of safety shoes per year (previously contributed \$2.00 per pair each 6 months).

International Nickel Company of Canada, Ltd. at Port Colborne - Local 6200,
United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from July 19, 1975 to July 10, 1978, covering 1,200 employees, settled after a work stoppage.

Wage increases, rates and other changes are the same as the agreement between International Nickel and Local 6500 of the Steelworkers at Sudbury, reported on page 235.

METAL FABRICATING

Steel Company of Canada, Ltd. at Lachine and Montreal, Qué. and at Brantford, Gananoque, Hamilton and Toronto, Ont. - Various Locals, United Steelworkers of America (AFL-CIO/CLC): Ten 36-month renewal agreement effective from Aug. 1, 1975 to July 31, 1978, covering 2,810 employees, settled at the conciliation officer stage.

Wages:	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>	<u>Aug. 1/77</u>
	COLA Fold-in	29¢		
	General Increases	90¢	20¢	20¢
	Job Cl. Increments	11.7¢ (10.7¢)	12.2¢	12.7¢
	Job Class 1 (Janitor)	\$5.215 (\$4.025)	\$5.415	\$5.615
	Job Class 22	\$7.462 (\$6.272)	\$7.662	\$7.862

Other Provisions: Same as for Hilton Works as reported on page 241, except for Sunday Premium which remains at 75¢ per hour.

Procor Limited at Oakville - Local 75, Boilermakers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 24, 1975 to May 24, 1976, covering 300 employees, settled at the conciliation officer stage. (Previous agreement expired May 24, 1975.)

Wages:	Effective	<u>July 12/75</u>	<u>Nov. 1/75</u>
	Increases	39¢-65¢	21¢ for skilled tradesman Class A; 5.7% for all other classifications
	Experienced Helper	\$4.41 (\$4.02)	\$4.66
	Mechanic "A"	\$6.00 (\$5.35)	\$6.21

Shift Premiums: 0 - 25¢ - 30¢ (0 - 15¢ - 25¢).

Paid Holidays: Half day before Christmas Day and half day before New Year's Day are added for a total of 10 (9).

Paid Vacations: Effective June 30, 1975, 3 weeks after 7 (8) years and 4 weeks after 18 (20) years.

Bereavement Leave: One day's paid leave (new) granted to arrange for or attend funeral upon death of mother-in-law and father-in-law, and 3 days' paid leave, as previously, upon death of father, mother, wife, son or daughter.

Welfare: Weekly Indemnity Plan - Benefits range from \$70 - \$90 per week, depending on salary, payable on a 1 - 1 - 8 - 26 basis (previously benefits ranged from \$50 - \$60 per week, depending on service, payable on a 1 - 8 - 26 basis).

International Hardware Company of Canada Limited at Belleville - Local 428, Molders (AFL-CIO/CLC): A 24-month renewal agreement effective from June 2, 1975 to June 1, 1977, covering 226 employees, settled during a strike with mediation assistance. (Previous agreement expired June 1, 1975.)

Wages:	Effective	<u>July 30/75</u>	<u>June 1/76</u>
Increases	55¢ for non-incentive employees; 33¢ for incentive employees	55¢ for non-incentive employees; 21¢ for incentive employees	35¢ for non-incentive employees;
Additional Adjustments	4¢-15¢ for some classifications		21¢ for incentive employees
Job Group 12 (includes Packer)	\$3.50 - \$3.62 (\$2.95 - \$3.07)	\$3.85 - \$3.97	
Job Group 16 (includes Labourer)	\$3.67 - \$3.84 (\$3.12 - \$3.29)	\$4.02 - \$4.19	
Job Group 24 (Tool and Die Maker)	\$4.74 - \$4.91 (\$4.04 - \$4.21)	\$5.09 - \$5.26	
	Maximum rates reached after probationary period of 40 (45) working days.		
Cost-of-Living Allowance:	Cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly (same formula).		
Shift Premiums:	0 - 15¢ - 15¢ (0 - 9¢ - 9¢).		

Temporary Transfer: An employee transferred to another job receives rate for the job or present rate, whichever is greater, for first 15 (5) days, and rate for the job after 15 (5) days.

Paid Holidays: Employee's birthday is added for a total of 12 (11).

Paid Vacations: 3 weeks with vacation pay of 6% after 6 (8) years, 3 weeks with vacation pay of 7% (new) after 12 years, 4 weeks with vacation pay of 8% after 15 (17) years, 4 weeks with vacation pay of 9% (new) after 20 years and 5 weeks with vacation pay of 10% after 26 (30) years.

Welfare: Life Insurance and A.D. and D - \$6,000 (\$5,000).
Life Insurance for Retirees - \$1,500 (\$1,000).

Weekly Indemnity Plan - Benefits increase to \$90 per week for all employees (previously ranged from \$65 - \$80 per week, depending on classification), payable on a 1 - 4 - 26 (1 - 5 - 26) basis. Effective in 1976, benefits increase to \$100 per week.

Extended Health Care Plan - Employer pays 100% of the premiums for a new extended health care plan, with deductibles of \$10 per individual and \$20 per family.

Safety Shoe Allowance: Employer pays \$12 (\$6) towards the cost of up to 2 pair of safety shoes per year.

Rockwell International of Canada Ltd. at Guelph - Local 92, Molders (AFL-CIO/CLC): A 24-month renewal agreement effective from July 2, 1975 to July 1, 1977, covering 220 employees, settled at the conciliation officer stage. (Previous agreement expired July 2, 1975.)

Wages:	Effective	<u>July 2/75</u>	<u>Jan. 1/76</u>	<u>July 2/76</u>
	General Increases	60¢	10¢	30¢
	Additional Adjustments	10¢ for molder classifications: 50¢ for Tool and Die Maker and Pattern Maker		

	<u>July 2/75</u>	<u>Jan.1/76</u>	<u>July 2/76</u>
Cost-of-Living Fold-in	Cost-of-living allowance of 15¢, granted July 1974 during the term of the last contract, is folded into the wage rates		
Lift-Truck Operator	\$4.33-\$4.38 (\$3.58-\$3.63)	\$4.43-\$4.48	\$4.73-\$4.78
Tool and Die Maker	\$5.83-\$5.88 (\$4.58-\$4.63)	\$5.93-\$5.98	\$6.23-\$6.28
Maximum rates reached after probationary period of 40 calendar days (30 work days).			
Cost-of-Living Allowance:	Effective April 1976, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the June 1976 and March 1976 Indexes, to be adjusted quarterly, up to a maximum of 20¢ in a 12 month period.		
Paid Holidays:	One floating day during the Christmas period is added for a total of 11 (10).		
Paid Vacations:	3 weeks after 6 (7) years, 4 weeks after 16 (18) years and 5 weeks (new) after 25 years.		
Pension Plan:	Effective December 1, 1975, \$4.00 (\$2.50) per month per year of past and future service.		

MACHINERY

Clark Equipment of Canada, Division of BLH Canada Ltd., at St. Thomas - Local 2183, Machinists (AFL-CIO/CLC): A 36-month renewal agreement effective from May 27, 1975 to May 26, 1978, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement was to expire May 26, 1976.)

Wages:	Effective	<u>May 27/75</u>	<u>May 27/76</u>	<u>May 27/77</u>
General Increases		35¢	25¢	25¢
Job Class Increments		Increased by 1¢	Increased by 1¢	Increased by 1¢
Cost-of-living Fold-in		30¢ cost-of-living was folded into wage rates, leaving a float of 5¢		

Group 1 (General Labourer)	\$4.23-\$4.42 (\$3.58-\$3.77)	\$4.48-\$4.67	\$4.73-\$4.92
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Group 6 (includes Maintenance Repairman)	\$5.14-\$5.33 (\$4.44-\$4.63)	\$5.44-\$5.63	\$5.74-\$5.93
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Probationary period is 60 days worked. Maximum rates reached after 6 months.

Cost-of-Living Allowance: Cost-of-living provision of 1¢ per hour per 0.45 (0.6) change in the Consumer Price Index (1961 = 100) (previously 1949 = 100), to be adjusted quarterly.

Shift Premiums: 0 - 15¢ - 18¢ (0 - 12¢ - 15¢).

Paid Holidays: One day, during the Christmas period, is added for a total of 12 (11). Effective in 1976, one day, during the Christmas period, is added for a total of 13.

Paid Vacations: 3 weeks after 5 (6) years.

Welfare: Life Insurance and A.D. and D. - Effective Aug. 1, 1975, \$8,000 (\$7,000). Effective May 27, 1976, \$8,500.

Weekly Indemnity Plan - Effective Aug. 1, 1975, benefits increase to \$100 (\$80) per week, payable, as previously, on a 1 - 8 - 52 basis. Effective May 1, 1976, benefits increase to \$105 per week. Effective May 1, 1977, benefits increase to \$110 per week.

Life Insurance for Retirees - \$1,000 (new).

Pension Plan: \$5.00 (\$3.50) per month per year of service. Effective May 27, 1976, \$6.00 per month per year of service. Effective May 27, 1977, \$7.00 per month per year of service.

TRANSPORTATION EQUIPMENT

Galt Metal Industries Limited at Galt - Local 2894, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 16, 1975 to Sept. 15, 1977, covering 350 employees, settled at the bargaining stage. (Previous agreement expires Sept. 15, 1975.)

Wages:	Effective	<u>Sept. 16/75</u>	<u>Sept. 16/76</u>
	Increases	75¢ for non-incentive employees; 55¢ for incentive employees	65¢ for non-incentive employees; 45¢ for incentive employees
	General Labour	\$4.38 (\$3.63)	\$5.03
	Machinist	\$4.49 - \$4.74 (\$3.74 - \$3.99)	\$5.14 - \$5.39
	Tool and Die Maker - Grade 1	\$5.21 - \$5.38 (\$4.46 - \$4.63)	\$5.86 - \$6.03
	Probationary period is 45 days. Maximum rates reached after increases of 5¢ each 6 month period.		
Shift Premiums:	0 - 20¢ - 30¢ (0 - 15¢ - 20¢).		
Paid Holidays:	Third Monday in February, or Heritage Day if declared a statutory holiday, is added for a total of 12 (11).		
Paid Vacations:	Effective in 1976, 3 weeks after 7 (8) years and 4 weeks after 15 (17) years.		
Welfare:	<u>Life Insurance</u> - \$8,500 (\$7,500).		
	<u>Weekly Indemnity Plan</u> - Benefits of 60% of weekly earnings up to a maximum of \$100 (\$90) per week, payable, as previously, on a 1 - 4 - 26 basis. Effective Sept. 16, 1976, maximum of \$105 per week.		
	<u>Dental Plan</u> - Effective Sept. 16, 1976, employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7, with 80% of expenses paid.		
Pension Plan:	Effective Jan. 1, 1977, \$6.25 (\$5.25) per month per year of service.		
	Effective Jan. 1, 1975, an additional 50¢ per month per year of service for present retirees.		
	Employees due to retire in 1977 will receive an additional 50¢ per month per year of service.		
	\$3.25 (\$2.40 or \$2.50) per month per year of past service from Dec. 31, 1970.		

Kelsey-Hayes Canada Limited (Beard's Lane Plant) at Woodstock - Local 636,
Auto Workers (CLC): A 36-month renewal agreement effective from February 1, 1975 to January 31, 1978, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired January 31, 1975)

<u>Wages:</u>	<u>Effective</u>	<u>Feb. 1/75</u>	<u>Feb. 1/76</u>	<u>Feb. 1/77</u>
	Increases	45¢ for skilled trades; 35¢ for all other employees	32¢ for skilled trades; 22¢ for all other employees	23¢ for skilled trades; 23¢ for all other employees
	Cost-of-living Fold-in	80¢ cost-of-living was folded into wage rates, leaving a float of 12¢		
	Labourer-Maintenance	\$4.90 - \$5.00 (\$3.75 - \$3.85)	\$5.12 - \$5.22	\$5.35 - \$5.45
	Toolmaker	\$6.22 - \$6.32 (\$4.97 - \$5.07)	\$6.54 - \$6.64	\$6.77 - \$6.87
	Probationary period is 45 days or 360 hours worked. Maximum rates reached after 90 days.			
Cost-of-Living Allowance	Cost-of-living provision of 1¢ per hour per 0.4 change in the Consumer Price Index (1961=100), to be adjusted quarterly (same formula). 1¢ per hour cost-of-living allowance will be diverted for 10 quarters to pay the cost of premiums for a new dental plan.			
Other Provisions:	Similar to those reported for Kelsey Hayes, Eureka Foundry Plant..(244).			

ELECTRICAL PRODUCTS

Square D Company Canada Limited at Toronto - Local 505, Electrical Workers (U.E.) (CLC): A 24-month renewal agreement effective from June 6, 1975 to June 5, 1977, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 5, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>June 6/75</u>	<u>June 6/76</u>
	General Increases	55¢	50¢
	Additional Adjustments	10¢ per hour for skilled trades	
	Plaster Helper	\$4.45 - \$4.68 (\$3.90 - \$4.13)	\$4.95 - \$5.18
	Tool and Die Maker	\$6.00 - \$6.28 (\$5.35 - \$5.63)	\$6.50 - \$6.78

Probationary period is 90 consecutive worked days. Maximum rates for Plaster Helper reached after three 3-month increases and for Tool and Die Maker after two 3-month increases and one 9-month increase.

Cost-of-Living Allowance: Effective July, 1975, new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the August 1975 and the June 1975 Indexes, to be adjusted quarterly, up to a maximum of 25¢ per year.

Shift Premiums: 0¢ - 20¢ - 20¢ (0¢ - 18¢ - 20¢).

Lead Hand Premium: 30¢ (20¢) per hour.

Paid Vacations: 3 weeks with vacation pay of 6% after 5 years (same),
3 weeks with vacation pay of 7% (new) after 10 years.
4 weeks with vacation pay of 8% after 15 years (same),
4 weeks with vacation pay of 9% (new) after 20 years.
5 weeks with vacation pay of 10% after 25 years
(same), 5 weeks with vacation pay of 11% (new) after
30 years.

Bereavement Leave: Grandchild is included in up to 3 days' paid leave.

Welfare: Weekly Indemnity Plan - Benefits increase to \$105 (\$85)
per week, payable, as previously, on a 1 - 4 - 52 basis.

Pension Plan: Effective Jan. 1, 1975, under the term of the last agreement, \$6.00 (\$5.00) per month per year of service, retroactive from Jan. 1, 1970 (new).

Severance Pay: Plan provides \$65 (\$55) per year of service for employees with 5 years of service, \$75 (\$65) per year of service for employees with 6-10 years of service and \$85 (\$75) per year of service for employees with more than 10 years of service.

COMMUNICATION

Northern Telephone Limited at various locations in Ontario - Local-6, Communications Workers (AFL-CIO/CLC): A 15-month renewal agreement effective from May 1, 1975 to August 7, 1976, covering 300 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1975).

Wages: Retroactive lump sum payment for all employees on payroll as of July 11, 1975, pro-rated during the period from May 4, 1975 to July 26, 1975.

Effective	<u>July 27/75</u>	<u>Jan. 25/76</u>	<u>May 2/76</u>
Increases	\$15.50-\$35.00	\$2.50 - \$5.00	\$1.25-\$5.00
Clerk 2	\$105.00-\$127.00 (\$84.50-\$108.50)	\$108.75-\$130.00	\$110.00-\$134.00

Plant			
Step 3	\$144.50	\$147.50	\$151.00
(Labourer)	(\$124.00)		

Plant			
Step 11	\$240.00	\$245.00	\$250.00
(includes	(\$205.00)		
Cable			
Splicer)			

Probationary period is 3 calendar months. Maximum rates for Clerk 2 reached after 7 six month increases, for Clerk 3 and 4 after 8 six month increases.

Call-Back Pay: For clerical employees, minimum of 2 hours pay or overtime rates for hours worked, whichever is greater (new).

Paid Holidays: Third Monday in February is added for a total of 11(10).

Paid Vacations: 3 weeks after 5(6) years, 4 weeks after 15(17) years and 5 weeks after 25(30) years.

Welfare: Extended Health Care Plan - Employer pays 100%(50%) of premiums.

Weekly Indemnity Plan - Benefits of 80% of weekly earnings, payable from first to fourth day of accident or illness (second to fourth of illness and first day of accident) for a maximum of 15-52(15-39) weeks depending on service.

Clothing Allowance: Employer provides coveralls for mechanics as required(new).

Travel Allowance: Employees on temporary transfer will be paid travel time both ways (one way) for periodic trips home.

ELECTRIC POWER, GAS AND WATER UTILITIES

The Windsor Utilities Commission - Local 911, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1975 to March 31, 1977, covering 330 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Mar. 31, 1975.)

	<u>Effective</u>	<u>Apr. 1/75</u>	<u>Apr. 1/76</u>
Wages:	General Increases	10%	9%
	Cost-of-Living Fold-in	10¢ cost-of-living was folded into wage rates	
	Labourer	\$5.67 (\$5.05)	\$6.18
	Machinist Class A	\$7.21 (\$6.45)	\$7.86
Cost-of-Living Allowance:	Cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) above the Jan. 1975 base, to be adjusted quarterly (same formula).		
Shift Premiums:	0-22¢-27¢(0-17¢-22¢).		
Weekend Premium:	50¢(20¢) per hour.		
Paid Vacations:	4 weeks after 12(13) years and 5 weeks after 22(25) years.		
Meal Allowance:	\$3.00(\$2.50).		
Safety Shoe Allowance:	Employer contributes \$27.50(\$15.00) towards the cost of safety shoes as required.		

RETAIL TRADE

Dominion Stores Limited at Thunder Bay - Local 409, Retail Clerks (AFL-CIO/CLC):
A 22-month renewal agreement effective from July 7, 1975 to April 30, 1977, covering 350 employees, settled during a strike with mediation assistance. (Previous agreement expired March 1, 1975.)

Wages: Retroactive pay of 60¢-\$1.07 per hour for employees on payroll on July 8, 1975, pro-rated during the period from March 3, 1975 to July 12, 1975.

<u>Effective</u>	<u>July 14/75</u>	<u>May 3/76</u>	<u>Nov. 1/76</u>
Increases	85¢-\$1.30 for full time employees; 40¢-\$1.17 for part-time employees	52¢-79¢ for full time employees; 40¢-72¢ for part-time employees	Average of increases given to employees of A.& P. and Leblaws at Thunder Bay

July 14/75

May 3/76

Full-time employees

Clerk "A" \$3.49-\$5.18 \$4.01-\$5.90
 (\$2.60-\$4.00)

Meat Cutter \$4.11-\$6.56 \$4.75-\$7.35
 (\$3.25-\$5.35)

Probationary period is 30 days. Maximum rates reached after 24 months for Clerk "A" and after 36 months for Meat Cutter.

Night Shift Premium: 40¢(30¢) per hour for full-time and part-time employees required to work between 9:00 p.m. and 7:00 a.m.

Night Shopping Premium: 50¢(40¢) per hour for full-time employees required to work when store is open after 6:00 p.m.

Night Stocking Lead Hand Premium: 25¢(15¢) per hour.

Temporary Transfer: 75¢(35¢) per hour for any employee who temporarily replaces Store Manager for 2 consecutive days or more and 50¢(35¢) per hour for any employee who temporarily replaces Assistant Store Manager, Grocery Manager, Meat Manager, Produce Manager, General Merchandise Manager or Bakery Manager for 2 consecutive days or more.

Hours of Work: Effective July 14, 1975, hours of work are reduced to 39(40) hours per week. Effective March 3, 1976, hours of work are reduced to 38 hours per week.

Overtime Pay: Effective July 14, 1975, time and one-half after 39(40) hours per week for full-time employees. Effective March 3, 1976, time and one-half after 38 hours per week.

Pay for Work on a Paid Holiday: Double time (time and one-half) in addition to regular holiday pay for full-time employees.

Paid Holidays: Employee's birthday is added for a total of 10(9) for full-time employees.

Paid Vacations: 4 weeks after 9(10) years, 5 weeks (new) after 18 years and 6 weeks (new) after 24 years for full-time employees.

Vacation pay of 6% (new) after 5 years' service and 8% (new) after 9 years' service for part-time employees.

Sick Leave: Credits accumulate at the rate of 4 hours per month of employment up to a maximum of 15(12) days for full-time employees.

Welfare: Drug Plan - Effective August 1, 1975, employer pays 100% of the premiums for a new drug plan, with deductibles of \$10 per individual and \$20 per family.

Loblaws Limited - Union of Canadian Retail Employees (CLC) (warehouse and advertising employees in Ontario and office employees in Mississauga):
A 24-month renewal agreement effective from July 16, 1975 to July 15, 1977, covering 405 employees, settled at the bargaining stage. (Previous agreement expired July 15, 1975).

Wages: Effective July 16/75 July 16/76

Warehouse Department

Increases	75¢ for present full-time employees; 40¢ for part-time employees	75¢ for present full-time employees; 40¢ for part-time employees
Cost-of-living Fold-in	22¢ cost-of- living was folded into wage rates	
Warehouse General	\$5.07-\$6.36 (\$4.45-\$5.39)	\$5.47-\$7.11
Receiver Checker	\$6.51 (\$5.54)	\$7.26

Probationary period is 30 worked days (75 calendar days).
Maximum rates for Warehouse General reached after 12(18) months.

Advertising Department

Increases	65¢ for present full-time semi-skilled employees; 75¢ for present full-time skilled employees; 40¢ for part-time employees	55¢ for present full-time semi-skilled employees; 75¢ for present full-time skilled employees; 40¢ for part-time employees
Cost-of-living Fold-in	16¢ cost-of- living was folded into wage rates	
Bindery Operator B	\$3.51-\$4.62 (\$3.00-\$3.81)	\$3.81-\$5.17
Advertising Clerk	\$3.68-\$4.62 (\$3.17-\$3.81)	\$3.98-\$5.17
Offset Operator	\$5.00-\$6.84 (\$4.44-\$5.93)	\$5.40-\$7.59

Probationary period is 30 worked days (75 calendar days).
Maximum rates reached after 18(24) months.

Effective	<u>July 16/75</u>	<u>July 16/76</u>
<u>Applicable Office Department</u>		
General Increases	65¢ for present full-time employees	55¢ for present full-time employees
Order Clerk	\$3.40-\$4.33 (\$3.00-\$3.68)	\$3.70-\$4.88
Clerk Typist	\$3.65-\$4.71 (\$3.25-\$4.06)	\$3.95-\$5.26
Probationary period is 30 worked days. Maximum rates reached after 12 months.		
Cost-of-Living Allowance:	Cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) above the May 1975 base, to be adjusted quarterly, up to a maximum of 15¢ per year (same formula).	
Off Shift Rates:	35¢(25¢) per hour over day shift rates.	
Responsibility Allowance:	30¢(25¢) per hour for employee temporarily assigned to perform the duties of a Section Leader for more than 1 day per week.	
Overtime Pay:	Double time (new) after 2 hours of overtime per day and, as previously, for work on 6th and 7th day in any week.	
Call-Back Pay:	Time and one-half, as previously, for first 2 hours and double time (new) after 2 hours.	
Paid Holidays:	Employee's birthday is added for a total of 11(10).	
Sick Leave:	Employer will pay for the first 3 days of sickness up to a maximum of 9 days per year, at the rate of 65%(50%) of basic pay for employees with 6 months of service and 85%(75%) of basic pay for employees with 5 years of service or more.	
Meal Allowance:	\$1.75(\$1.50).	
Safety Shoe Allowance:	Employer pays \$17.50(\$12.00) towards the cost of 1 pair of safety shoes per year.	
Mileage Allowance:	15¢(10¢) per mile.	

EDUCATION AND RELATED SERVICES

Metropolitan Separate School Board at Toronto - Local 1328, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 325 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1975).

Wages:	Effective	<u>July 1/75</u>	<u>July 1/76</u>
	Increases	\$18 - \$43	\$13 - \$32
	Clerk Typist	\$109 - \$140 (\$ 91 - \$122)	\$125 - \$154
	Senior Buyer	\$224 - \$288 (\$188 - \$250)	\$256 - \$317

Probationary period is 6 months. Maximum rates reached after 6 annual or semi-annual increments, depending on classification and merit.

Cost-of-Living Allowance: New cost-of-living provision of 1% basic pay for each 1% increase in the Consumer Price Index (1961=100) after an increase of 6% above the July 1976 index, to be adjusted quarterly.

Paid Vacations: Effective July 1, 1976, 5 weeks (new) after 22 years.

Bereavement Leave: Mother-in-law, father-in-law and grandparents included in up to 5 days' paid leave to attend funeral (previously included if they resided in the same household).

Welfare: Life Insurance, OHIP and Extended Health Care Plan - Employer pays 100% (85%) of the premiums for these plans.

Life Insurance - Effective July 1, 1975, benefits of three times earnings less 10% per year after age 60. (Previously three times earnings for male employees and female employees with one or more dependents and \$5,000 for other female employees).

Dental Plan - Effective July 1, 1976, employer pays 75% of the premiums for a new dental plan - Blue Cross No.7, based on the 1975 Ontario Dental Association schedule of fees.

Travel Allowance: \$90 (\$75) per month plus cost of gasoline and oil for employees required to use their own cars.

HEALTH AND WELFARE SERVICES

Ontario Hospitals, province-wide (104 hospitals) - Ontario Nurses Association (ONA) (Ind.): A 15-month agreement effective from July 1, 1975 to Sept. 30, 1976, covering a total of 15,000 nurses, settled at the mediation stage. This is a renewal agreement for some hospitals and a first agreement for others.

Wages:	Effective	<u>July 1/75</u>	<u>Jan. 4/76</u>
	General Increases	\$100/month	\$70/month
	Position Differential Increases	10%	7%
<u>Monthly Rates</u>			
	Registered Nurse (start)	\$1,045 (\$945)	\$1,115
	Registered Nurse (after 7 years)	\$1,245 (\$1,145)	\$1,315
	Part-time Nurses (less than 5 tours per week)	\$48.23-\$57.46 per tour (Varied)	\$51.46-\$60.69
Probationary Period:	60 tours worked.		
Hours of Work:	7 $\frac{3}{4}$ hours per tour. Hospitals presently working 8 hour tours will reduce to 7 $\frac{3}{4}$ hours no later than Oct. 1, 1975. Hospitals presently working a 7 $\frac{1}{2}$ hour daily tour will continue.		
Overtime:	Time and one-half after 7 $\frac{3}{4}$ hours per day.		
Tour Differential:	\$1.55 per regular tour. 20¢ per hour for 10 and 12 hour tours.		
Standby Pay:	\$8.50 per tour. Existing agreements and practice that provide a greater amount will continue.		
Callback Pay:	4 hours minimum at regular rate.		
Weekend Work:	Effective 60 days after ratification, a nurse will receive time and one-half for all hours worked on a fourth consecutive and subsequent weekend.		
Work on a Paid Holiday:	Time and one-half for first 7 $\frac{3}{4}$ hours, double time thereafter plus holiday pay or a day off in lieu.		
Responsibility Allowance:	When a nurse is temporarily assigned to carry out the duties of a head nurse or equivalent classification for a period in excess of 3 consecutive tours, she will receive \$2.50 per tour from date of assignment, and for a classification senior to head nurse \$3 for each succeeding tour.		
Paid Holidays:	A floating holiday added for a total of 11 paid holidays per year. Nurses who under the previous agreement received more than 10 holidays will retain such holidays.		
Paid Vacation:	3 weeks after 1 year and 4 weeks after 3 years.		
Health and Welfare:	<u>OHIP</u> - Employer pays 100% of premium.		

Life Insurance - Employer pays 80% of premium.

Extended Health Care - Effective Dec. 1, 1975 employer will pay 50% of premium with deductibles of \$10 single and \$20 family.

Bereavement Leave: Up to 3 days' paid leave in the event of death of employee's mother, father, sister, brother, spouse, son or daughter and 1 day's paid leave for mother-in-law, father-in-law, grandparent or grandchild.

The above provision applies to all first agreement hospitals. In the case of the other hospitals the provisions existing in the previous collective agreement or hospital policy will continue.

Uniform Allowance: Will be continued for nurses presently receiving an allowance but will not be continued for nurses hired after July 1, 1975.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (commerce group): The current agreement which was due to expire on Sept. 21, 1975 has been extended 9 months to June 27, 1976. Wages only were re-opened for negotiation and increases are retroactive to Mar. 24, 1975. The agreement covers 1,260 employees and was settled at the bargaining stage.

Wages:	Effective	Mar. 24/75	Aug. 4/75
	General Increases	10%	3%
<u>Annual Rates</u>			
Commerce Officer 1	\$13,717-\$18,829 (\$12,440-\$17,088)		\$14,129-\$19,392
Commerce Officer 4	\$26,542-\$33,035 (\$24,104-\$30,004)		\$27,338-\$34,026

Note: Previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (translation group): The current agreement which was due to expire on Sept. 21, 1975 has

been extended 6 months to Mar. 21, 1976. Wages only were re-opened for negotiation and increases are retroactive to Mar. 21, 1975. The agreement covers 800 employees and was settled at the bargaining stage.

Wages:	Effective	<u>Mar. 21/75</u>
	General Increase	7%
	<u>Annual Rates</u>	
	Translator Level 1	\$7,961-\$15,847 (\$7,440-\$14,810)
	Translator Level 3	\$18,585-\$23,231 (\$17,369-\$21,711)

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Board of Commissioners of Police - The Hamilton-Wentworth Police Association (Ind.): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 600 employees, settled at the bargaining stage.

Wages:	Effective	<u>Jan. 1/75</u>
	<u>Annual Rates</u>	
	Police Constable (3rd Class)	\$14,644.82 (\$12,372.82)
	Police Constable (1st Class)	\$16,440.00 (\$13,889.57)
	Staff Superintendent	\$28,174.63 (\$23,804.00)
Shift Premium (new):	0-10¢-20¢.	
Overtime:	Overtime rate of time and one-half commences after 15(30) minutes of overtime worked.	
Service Pay:	\$80(\$65) per year for every 5 years of service.	
Educational Allowance:	Members attending courses at the Ontario Police College are allowed \$15(\$10) per week for incidental expenses, plus an additional \$10 for the purchase of gym equipment when required.	
Clothing Allowance:	\$450(\$400) per year for members assigned to plainclothes duties.	

Meal Allowance: \$2.50 after the first 2 hours of overtime and every 3 hours thereafter (\$2.50 per tour of duty).

Court Time: Members attending court while off duty will be guaranteed a minimum of 4 hours pay at straight time or time and one-half for hours actually required to be in attendance, whichever is greater (minimum of 3 hours at straight time.)

Paid Vacation: 2 weeks after 1 year of service and 3 weeks after 5 years (unchanged), 4 weeks after 13(14) years, 5 weeks after 20(23) years and 6 weeks after 25(28) years.

Health and Welfare: OHIP - The employer pays 100% of the premiums for former employees aged 60 to 65 who retired at age 60 or who retired with 35 years of service.
Life Insurance - \$35,000(\$25,000); 100% employer paid.
A. D. & D. (new) - \$35,000 coverage; 100% employer paid.

Sick Leave Reimbursement: On termination after 10(15) years of service, for any reason except dismissal, a member or his estate is paid 50% of his accumulated sick leave, to maximum of 6 months' pay.

Metropolitan Toronto Board of Commissioners of Police - Metropolitan Toronto Police Association (Ind.) (inside employees): A 12-month renewal agreement effective from Jan. 1, 1975 to Dec. 31, 1975, covering 1,200 employees, settled by arbitration.

Wages: Effective Jan. 1/75

General Increase 12%

Additional Adjustments:

Police Matron,
Parking Control Officer 4%

Police Cadet 3%

Radio Dispatcher 6%

Annual Rates

Radio Dispatcher \$9,291-\$11,016
(\$7,874-\$9,336)

Police Cadet \$9,316-\$10,997
(\$8,101-\$9,563)

		Jan./75
Police Matron		\$10,318-\$11,699 (\$8,895-\$10,085)
Senior Clerk (Class 6)		\$10,395-\$11,684 (\$9,281-\$10,432)
Assistant Director, Records		\$17,025-\$19,787 (\$15,201-\$17,667)
Service Pay:	\$52 per year after 5(10) years of service \$104 per year after 10(20) years \$156 per year after 15(30) years \$208 per year after 20 years (new) \$260 per year after 25 years (new) \$312 per year after 30 years (new) \$364 per year after 35 years (new)	
Court Time:	Effective July 8, 1975, minimum court time allowance to be 3(2 $\frac{3}{4}$) hours at time and a half.	
Work on Paid Holiday:	Employees who work a paid holiday have the option of taking an alternate day off in lieu of receiving holiday pay (new).	
Health and Welfare:	<u>Life Insurance</u> - Effective Aug. 1, 1975, coverage will be equal to one and one-half times annual salary with premiums 100% employer paid (employer paid 100% of premiums for first \$2,000 and 66 2/3% for optional extended coverage up to one and one-half times employee's annual salary). <u>A. D. & D.</u> (new) - Effective Aug. 1, 1975, coverage equal to that of life insurance with premiums 100% employer paid.	

CONSTRUCTION

Construction Association of Thunder Bay - Local 1669, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 600 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 21/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	\$1.25	80¢	\$1.00
	J Journeyman Carpenter	\$9.25 (\$8.00)	\$10.05	\$11.05
Vacation Pay:	Effective July 21, 1975, vacation pay of 10% (9%).			

Niagara Construction Association and General Contractors' Association of Niagara - Local 38, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 500 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1975).

Wages:	Effective	<u>July 7/75</u>	<u>Sept. 1/75</u>	<u>Nov. 1/75</u>
	General Increases	74¢	18¢	70¢
	J Journeyman Carpenter	\$9.15 (\$8.41)	\$9.33	\$10.03
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>	
	General Increases	69¢	60¢	
	J Journeyman Carpenter	\$10.72	\$11.32	

Hours of Work:
Hours of work reduced to 37½ (40) hours per week.

Niagara Construction Association and General Contractors' Association of Niagara - Local 837, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 240 employees, settled at the bargaining stage. (Previous agreement expired April 30, 1975)

Wages:	Effective	<u>July 1/75</u>	<u>Nov. 1/75</u>
	General Increases	70¢	42¢
	Labourer	\$6.66 (\$ 5.96)	\$7.08
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	60¢	60¢
	Labourer	\$7.68	\$8.28
Welfare:	Effective July 1, 1975, employer contributes 45¢ (35¢) per hour.		
Pension Plan:	Effective May 1, 1976, employer contributes 50¢ (40¢) per hour.		

Ottawa Construction Association - Local 93, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 1,000 employees, settled after a strike. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 16/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
General Increases		\$1.00	91¢	68¢
J Journeyman Carpenter		\$8.83 (\$7.83)	\$9.74	\$10.42

Vacation Pay: Effective July 16, 1975, vacation pay of 10% (8%).

Welfare: Effective Nov. 1, 1976, employer contributes 25¢ (10¢) per hour.

Sudbury Construction Association - Local 2486, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 500 employees, settled at the bargaining stage. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 21/75</u>	<u>Jan. 1/76</u>
General Increases		80¢	70¢
J Journeyman Carpenter		\$8.50 (\$7.70)	\$9.20

	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
General Increases		64¢	64¢
J Journeyman Carpenter		\$9.84	\$10.48

Pension Plan: Effective July 21, 1975, employer contributes 12¢ per hour (new).

Sudbury Construction Association - Local 493, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 600 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 14/75</u>	<u>Nov. 1/75</u>
	General Increases	72¢	41¢
	Labourer	\$6.39 (\$5.67)	\$6.80
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	40¢	38¢
	Labourer	\$7.20	\$7.58
Welfare:	Effective July 14, 1975, employer contributes 30¢ (12¢) per hour. Effective May 1, 1976, employer contributes 40¢ per hour.		

Windsor Construction Association - Local 625, Labourers (AFL-CI /CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 400 employees, settled during a strike. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 4/75</u>	<u>Nov. 1/75</u>
	General Increases	92¢	47¢
	Labourer	\$7.19 (\$6.27)	\$7.66
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	55¢	65¢
	Labourer	\$8.21	\$8.86
Pension Plan:	Effective Nov. 1, 1975, employer contributes 30¢ (20¢) per hour.		

Lakehead Sheet Metal Contractors Association - Local 397, Sheet Metal Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 200 employees, settled during a strike. (Previous agreement expired April 30, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>July 14/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	\$1.15	80¢	80¢
	Journeyman Sheet Metal Worker	\$9.00 (\$7.85)	\$9.80	\$10.60
<u>Vacation Pay:</u>	Effective July 14, 1975, vacation pay of 10% (9%).			
<u>Pension Plan:</u>	Effective July 14, 1975, employer contributes 15¢ per hour to a new pension plan. Effective May 1, 1976, employer contributes 30¢ per hour.			

Masters Insulators' Association of Ontario - Local 95, Asbestos Workers, (AFL-CIO/CLC): A 48-month renewal agreement effective from May 1, 1975 to April 30, 1979, covering 700 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>July 7/75</u>	<u>May 1/76</u>
	General Increases	\$1.28	\$1.37
	Journeyman Asbestos Worker	\$9.67 (\$8.39)	\$11.04
	<u>Effective</u>	<u>May 1/77</u>	
	General Increases	\$1.00 minimum*	
	Journeyman Asbestos Worker	\$12.04 minimum	\$13.04 minimum

* Effective May 1, 1977 and May 1, 1978, employees will receive increases of \$1.00 or a percentage increase equal to the percentage increase in the Consumer Price Index for each of the third and fourth years, whichever is greater.

Vacation Pay: Effective July 7, 1975, vacation pay of 10% (9%).

Mechanical Contractors' Association of Niagara - Local 666, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 350 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 12/75</u>	<u>May 1/76</u>	<u>Jan. 29/77</u>
	General Increases	\$1.10	\$ 1.40	13¢
	J Journeyman Plumber	\$9.25 (\$8.15)	\$10.65	\$10.78
Vacation Pay:	Effective July 12, 1975, vacation pay of 10% (9%).			
Welfare:	Effective July 12, 1975, employer contributes 35¢ (30¢) per hour. Effective May 1, 1976, employer contributes 40¢ per hour.			
Pension Plan:	Effective July 12, 1975, employer contributes 40¢ (30¢) per hour. Effective May 1, 1976, employer contributes 50¢ per hour. Effective Jan. 29, 1977, employer contributes 60¢ per hour.			
Supplementary Unemployment Benefits Plan:	Effective July 12, 1975, employer contributes 5¢ per hour to a new supplementary unemployment benefits plan. Effective May 1, 1976, employer contributes 10¢ per hour.			

Mechanical Contractors' Association of Thunder Bay - Local 628, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 270 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 9/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	\$1.25	80¢	\$1.00
	J Journeyman Plumber	\$8.75 (\$7.50)	\$9.55	\$10.55
Vacation Pay:	Effective July 9, 1975, vacation pay of 10% (9%).			

ADDENDUM

This addendum consists of one settlement ratified in May 1975, and five ratified in June, 1975.

NON-METALLIC MINERAL PRODUCTS

Canadian Gypsum Company Limited at Hagersville - Local 2-342, Woodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from May 17, 1975 to May 13, 1976, covering 210 employees, settled at the bargaining stage and ratified in May 1975. (Previous agreement expired May 16, 1975.)

Wages:	Effective	<u>May 17/75</u>
General Increases		60¢
Additional Adjustments		2¢-10¢ for some classifications
Labour-Surface		\$4.68 (\$4.08)
Electrician		\$5.45-\$5.75 (\$4.85-\$5.15)
Miner "A"		\$5.95-\$6.30 (\$5.25-\$5.60)

Probationary period is 60 calendar days. Maximum rates reached on merit.

Paid Vacations: 3 weeks after 7(10) years.

Bereavement Leave: One day's paid leave (new) granted to attend funeral upon death of grandparents, aunt, uncle, son-in-law and daughter-in-law and 3 days' paid leave, as previously, upon death of mother, father, spouse, sister, brother, children, mother-in-law and father-in-law.

Welfare: Weekly Indemnity Plan - Benefits of 50% of weekly earnings up to a maximum of \$80(\$60) per week, payable, as previously, on a 1-4-26 basis.

ELECTRIC POWER, GAS AND WATER UTILITIES

Ontario Hydro (Richard L. Hearn Generating Station Unit at Toronto and J. Clark Keith Generating Station Unit at Windsor) - Locals 110 and 109, Canadian Union of Operating Engineers (Ind.): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 450 employees, settled at the

bargaining stage and ratified in June 1975. (Previous agreement expired June 30, 1975.)

Wages:	Effective	<u>July 3/75</u>	<u>Oct. 2/75</u>	<u>Apr. 1/76</u>
	Increases	7% - 9%	3%	8.5%*
	Cleaner	\$5.99 (\$5.61)	\$6.17	\$ 6.69
	Trade Group 1 (includes Electrician)	\$7.78 (\$7.28)	\$8.01	\$ 8.69
	Turbine Boiler Operator	\$9.03 (\$8.18)	\$9.30	\$10.09
Cost-of-Living Allowance:	* The increase of 8½% on April 1, 1976 represents a cost-of-living prepayment. If, during the second year of the contract, the Consumer Price Index increases by 10% above the Index published in Apr. 1976, employees will receive a further 1½% increase.			
	After the initial increase of 10%, the current formula of 3% for each 3% rise in the Index will apply.			
Shift Premiums:	0 - 22¢ - 27¢ (0 - 19¢ - 23¢).			
Paid Vacations:	4 weeks after 13 (14) years and 5 weeks after 19 (24) years. Effective in 1976, 4 weeks after 11 years.			
Welfare:	<u>Dental Plan</u> - Employer pays 100% of the premiums for a new basic dental plan, based on the 1975 Ontario Dental Association schedule of fees. The plan will provide benefits equivalent to Blue Cross dental plan No. 7.			
	<u>Long Term Disability Plan</u> - Effective Oct. 1, 1975, a new plan provides benefits of 60% of basic rate, payable after expiry of all sick leave or six months from date of disability, whichever is longer. Pension disability will be discontinued upon implementation of this plan. Those presently on pension disability will continue under the existing provisions.			
Pension Plan:	Effective Jan. 1, 1976, early retirement on full pension at age 60 for all employees with 25 years of service (previously at age 63 for male employees and at age 60 for female employees).			
	The present rules providing widows' pensions for male employees have been extended to surviving spouses of female employees.			
Meal Allowance:	\$3.00 (\$2.00).			
Safety Shoe Allowance:	Employer pays 50% (33 1/3%) of the cost of safety shoes, up to a maximum of \$20. (\$12.) per year.			
Tool Allowance:	Employer pays up to a maximum of \$50. (\$25.) per year towards the cost of replacing or repairing tools for tradesmen.			

MOVING PICTURES

Toronto Commercial Film Producers Association - Local 873, I.A.T.S.E. and Moving Picture Machine Operators (AFL-CIO/CLC): A 24-month renewal agreement effective from December 8, 1974 to December 7, 1976, covering 245 employees, settled at the conciliation officer stage and ratified in June 1975. (Previous agreement expired Dec. 7, 1974.)

Wages: Retroactive pay of \$10 per day and \$5 for each 4 hour day, pro-rated during the period from December 8, 1974 to May 12, 1975.

Effective	<u>June 2/75</u>	<u>Dec. 8/75</u>
Increases	\$1.06-\$3.10	\$1.15
Craft Serviceman	\$6.00 (\$4.94)	\$7.15
Electrician	\$7.75 (\$5.99)	\$8.90

Vacation Pay: Vacation pay of 7%(6%).

Pension Plan: Employer contributes \$4.00(\$3.50) per day worked towards the premiums for pension plan. Effective in 1976, employer contributes \$4.25 per day.

Meal Allowance: \$3 (same) for breakfast, \$6(\$5) for lunch and \$8(\$5) for supper for employees working outside the boundaries of Metro Toronto.

CONSTRUCTION

London and District Construction Association - Locals 1946, 2222 and 2451, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 675 employees, settled during a strike with mediation assistance and ratified in June 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>June 30/75</u>	<u>Nov. 1/75</u>
Increases	\$1.16	27¢ for Local 1946, 42¢ for Locals 2222 and 2451	
J Journeyman C Carpenter (Local 1946)	\$8.81 (\$7.65)		\$9.08

	<u>Effective</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
Increases	70¢ for Local 1946, 69¢ for Locals 2222 and 2451		51¢
J Journeyman Carpenter (Local 1946)		\$9.78	\$10.29
Pension Plan:	Effective Nov. 1, 1975, employer contributes 15¢ per hour (new) - Local 1946.		
<hr/>			
<u>Ontario Erectors Association - Locals 700, 721, 736, 765 and 786, Ironworkers</u> (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 3,000 employees, settled at the bargaining stage and ratified in June 1975. (Previous agreement expired April 30, 1975).			
Wages:	<u>Effective</u>	<u>May 26/75</u>	<u>May 1/76</u>
Increases	\$1.06 - \$1.36 depending on local	\$1.03 - \$1.23 depending on local	27¢ - 28¢ depending on local
J Journeyman Ironworker (Local 700)		\$8.86 (\$7.73)	\$9.89
			\$10.16
Welfare:	For Locals 721, 736, 765 and 700, effective May 1, 1976, employer contributes 50¢ (48¢) per hour.		
Pension Plan:	For Local 700, effective May 26, 1975 and for Local 765, effec- tive May 1, 1976, employer contributes 65¢ (60¢) per hour. For Local 786, effective May 26, 1975, employer contributes 75¢ (60¢) per hour. For Locals 721 and 736, there is no change in pension plan contributions (65¢ per hour).		
Savings Plan:	For Local 700, effective May 26, 1975, employer contributes 40¢ (20¢) per hour. Effective May 1, 1976, employer contributes 60¢ per hour. For Local 765, effective May 26, 1975, employer contributes 33¢ per hour to a new savings plan.		
<hr/>			
<u>Ontario Refrigeration and Air Conditioning Contractor's Association - Local</u> <u>787, Plumbers (AFL-CIO/CLC):</u> A 36-month renewal agreement effective from May 1, 1975 to April 30, 1978, covering 600 employees, settled at the mediation stage and ratified in June 1975. (Previous agreement expired April 30, 1975.)			

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
Increases		\$1.50 for Regions 1 and 3, \$1.41 for Region 2	\$ 1.59	Minimum in- crease of \$1.20
J Journeyman Refrigeration Mechanic (Regions 1 and 3)		\$10.25 (\$ 8.75)	\$11.84	\$13.04 Minimum
J Journeyman Refrigeration Mechanic (Region 2)		\$10.79 (\$ 9.38)	\$12.38	\$13.58 Minimum

Vacation Pay: Vacation pay of 10% (9%).

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Labour
Canada

Travail
Canada



Ontario

CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO REACHED DURING AUGUST 1975



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

CONTENTS

This report consists of summaries of 25 collectively bargained settlements in Ontario's industries in August 1975. It also includes an addendum of 9 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

September 26, 1975

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MINING

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United Steelworkers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Aug. 1, 1975 to July 31, 1978, covering 500 employees, settled after a work stoppage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>	<u>Aug. 1/77</u>
	General Increases	90¢	20¢	20¢
	COLA Fold-in	29¢		
	Job Class Increments	11.7¢ (10.7¢)	12.2¢	12.7¢
	Job Class 2 (includes Labourer)	\$5.367 (\$4.167)	\$5.572	\$5.777
	Job Class 18 (includes Machinist)	\$7.239 (\$5.879)	\$7.524	\$7.809
	Job Class 20 (includes Electronic Repairman)	\$7.473 (\$6.093)	\$7.673	\$7.873

Safety Equipment and Clothing: The employer will provide 1 pair of coveralls per year to each employee having 1 year or more of service (new). The provision by the employer of oilers, safety belts, hard hats or liners, and hearing protection has been stipulated in the agreement. (These items have traditionally been supplied by the employer as needed on an informal basis).

Other Provisions: Same as agreement between Algoma Steel Corporation Ltd. and Local 2251, Steelworkers, reported on page 285.

FOOD AND BEVERAGE

Omstead Foods Limited at Wheatley - Local 880, Teamsters (Ind): A 36-month renewal agreement effective from Apr. 12, 1975 to Apr. 11, 1978, covering 362 employees, settled with mediation assistance during a strike. (Previous agreement expired Apr. 11, 1975).

Wages:	Effective	<u>Apr. 12/75</u>	<u>Apr. 12/76</u>
	Increases	60¢ for job Grades 1-4 and Smelt Machine Operators; 85¢ for all other classifications	65¢ for Maintenance & Refrigeration; 40¢ for all other classifications
	Light General Worker	\$4.12 (\$3.52)	\$4.52
	Cold Storageman	\$4.90 (\$4.05)	\$5.30
	Maintenance - Skilled A	\$5.35 (\$4.50)	\$6.00
	Maintenance - Semi-Skilled B	\$4.90 (\$4.05)	\$5.55
	Effective	<u>Oct. 12/76</u>	<u>Apr. 12/77</u>
	General Increases	15¢	20¢
	Light General Worker	\$4.67	\$4.87
	Cold Storageman	\$5.45	\$5.65
	Maintenance - Skilled A	\$6.15	\$6.35
	Maintenance - Semi-Skilled B	\$5.70	\$5.90
Cost-of-Living Allowance:	Effective June, 1976, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100) commencing with the comparison of the Aug. 1976 and May 1976 Indexes, to be adjusted semi-annually.		
Shift Premiums:	0¢ - 15¢ - 25¢ (previously 8¢ for night shift).		
Lead Hand Premium:	20¢ (15¢) per hour.		
Hours of Work:	Effective July 28, 1975, hours of work reduced to 42½ (45) hours per week. Effective Apr. 12, 1976, 40 hours per week.		
Call-Back Pay:	Minimum of 3(2) hours pay at time and one-half.		

Paid Holidays: Easter Monday is added for a total of 10 (9).

Paid Vacations: Effective July 1, 1976, 4 weeks with vacation pay of 8%.

Welfare: Life Insurance - \$5,000 (\$2,500).

Weekly Indemnity Plan - Effective as soon as possible, a new plan providing benefits of \$100 per week payable from the 17th week for a period of 26 weeks. Plan is integrated with the U.I.C. plan, which provides coverage from the 15th day to the end of the 17th week.

Canadian Canners Limited (Plant No. 17) at Simcoe - Local 403, Food and Allied Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from June 15, 1975 to June 14, 1977, covering 230 employees, settled at the conciliation officer stage. (Previous agreement expired June 14, 1975).

Wages:	Effective	<u>June 15/75</u>	<u>June 15/76</u>
	General Increases	20%, with a minimum increase of 75¢	45¢
	Light Production Labour	\$3.92 (\$3.17)	\$4.37
	Wage Grade 7 (includes Electrician)	\$5.89 (\$4.91)	\$6.34

Cost-of-Living Allowance: Effective June 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the Aug. 1975 and May 1975 Indexes, to be adjusted quarterly, up to a maximum of 15¢ in the first year. The amount of cost-of-living gained in the first year of the contract will not be carried over into the second year. In the second year, the cost-of-living allowance is calculated quarterly with the May 1976 Index as base, up to a maximum of 20¢.

Shift Premiums: 0 - 17¢ - 20¢ (0 - 12¢ - 13¢).

Paid Holidays: Remembrance Day is added for a total of 12(11).

Paid Vacations: 3 weeks after 6(7) years and 4 weeks after 14(17) years.
Effective June 15, 1976, 3 weeks after 5 years.

Tool Allowance: Employer pays \$30 per year (new) towards the cost of tools for mechanics.

Safety Shoe Allowance: Employer pays \$17.50 (\$12.50) per year towards the cost of safety shoes.

Firestone Textiles, Division of Firestone Tire and Rubber Company of Canada Limited at Woodstock - Local 115, Textile Workers (AFL - CIO/CLC): A 30-month renewal agreement effective from June 16, 1975 to Dec. 15, 1977, covering 250 employees, settled at the conciliation officer stage. (Previous agreement expired June 15, 1975.)

Wages:	Effective	June 16/75	June 16/76	June 16/77
General Increases		48¢	28¢	25¢
Additional Adjustments		3¢-20¢ inequity adjustments		
Tailing Hand	\$3.30 (\$2.82) *		\$3.58	\$3.83
General Maintenance	\$5.18 (\$4.50) *		\$5.46	\$5.71

*Rates include an adjustment of 27¢ per hour effective June 3, 1974, replacing the 15¢ per hour increase which would have become effective June 16, 1974 under the terms of the previous agreement.

Cost-of-Living Allowance: Effective June 1976, new cost-of-living provision of 1¢ per hour per 0.5 point change in the Consumer Price Index (1961=100), after an increase of 6 per cent above the June 1976 Index to be adjusted quarterly up to a maximum of 20¢ over the term of the agreement.

Shift Premiums: 0 - 11¢ - 15¢ (0 - 8¢ - 12¢).

Paid Holidays: Effective in 1976, one additional floating day is added for a total of 11(10).

Paid Vacations: 3 weeks after 8(10) years and 4 weeks after 20(25) years.

Bereavement Leave: Grandparents included in 3 days' paid leave.

Welfare: Life Insurance and A.D. and D. - \$5,000 (\$4,000 for male employees, \$3,000 for female employees).

Life Insurance for Retirees - \$2,500 (\$2,000 for male employees, \$1,500 for female employees).

Weekly Indemnity Plan - Effective August 25, 1975, benefits of 66 2/3% of weekly earnings up to \$123 (\$100) per week, payable on a 1-1-8-26 (1-8-26) basis.

Drug Plan - Effective September 1, 1975 deductibles reduced to \$5(\$10) for single coverage and \$10 (\$20) for family coverage.

PAPER AND ALLIED

Kimberly-Clark of Canada Ltd. at Terrace Bay - Local 665, United Paperworkers' International Union (AFL-CIO/CLC): An interim settlement, subject to continued negotiations no later than Nov. 1, 1975, or sooner if a pattern is established. The interim settlement calls for the term of the agreement to be from May 1, 1975 to Apr. 30, 1977 and covers 550 employees.

Wages:	Effective	<u>May 1/75</u>
	Interim Adjustment	50¢ *
	Labourer	\$5.07 (\$4.57)
	Caustic Operator	\$5.73 (\$5.23)
	Head Millwright	\$6.68-\$6.89 (\$6.18-\$6.39)

* Note: This interim adjustment will become part of the final negotiated general wage increase.

Adjustments:	Effective	<u>May 1/75</u>	<u>Sept. 1/75</u>	<u>May 1/76</u>
	Mechanical	20¢ *	15¢ *	
	Top Operator	10¢ *		10¢ *
	Day Shift Engineer	11¢		
	Second Fireman	5¢		
	Licensed Crane Operator	43¢		

* Note: These adjustments may be further negotiated if industry rates go beyond the rates presently agreed to.

Cost of Living Allowance: The formula of 1¢ per hour for each 0.35 of a point change in the Consumer Price Index, established in Jan. 1975, is to continue during the life of the agreement. Effective July 1, 1975, the COLA payment was 33¢.

Overtime: Double time (time and one-half) after 12 hours on a regular work day, after 8 hours on a Sunday and for all hours worked on a statutory holiday.

Shift Premium: Effective May 1, 1975, 0-18¢-23¢(0-15¢-20¢). Effective May 1, 1976, 0-20¢-25¢.

Stationary Engineers Premium: Effective May 1, 1975, 55¢ per hour for 2nd Class certificate, 25¢ for 3rd Class and 15¢ for 4th Class, on jobs not requiring these certificates (previously 10¢ per hour for holders of 2nd Class certificate employed on jobs requiring only a 3rd Class certificate).

Call-in Pay: If called in during a statutory holiday period, a minimum of 6 hours pay, or double time, whichever is the greater (minimum of 4 hours at straight time).

Paid Vacation: Effective in 1975, 4 weeks after 13(15) years. Also 3 weeks after 1 year, 3 weeks after 5 years, 5 weeks after 25 years and 6 weeks after 27 years (unchanged). Effective in 1976, 5 weeks after 22 years.

Health and Welfare: Long Term Disability - 55%(50%) of basic weekly earnings. Canada Pension Plan dependents benefits offset to be eliminated.

Dental Plan (new) - The employer agrees that the Union Local will have the option of (1) accepting the Company's proposed plan at no cost to the employees, or (2) electing to have the Company make the proposed plan premium contribution of \$4 single, \$12.76 family towards a dental plan of the Union's choice with the employees paying any additional premium.

Safety Shoes: Employer pays \$4(\$2) per pair to a maximum of 2 pairs per year.

Tool Adjustment: Employer to pay 50% of the cost of tools required by the metric system, to a maximum of \$50 per year.

Unresolved Items: The following items in the interim agreement remain unresolved: Pension Plan, Group Life Insurance, Floating Holidays and Vacation Pay.

Reed Packaging Ltd., Corrugated Division at Toronto - Local 466, Printing and Graphic Union (AFL-CIO/CLC): A wage reopener, effective from June 23, 1975 to June 22, 1976, covering 358 employees, settled at the conciliation officer stage. (Agreement is to expire June 22, 1976.)

Wages	Effective	<u>June 23/75</u>
General Increases		17%
Class 8 (General Helper)		\$4.74 (\$4.05)
Electrician 1		\$6.53 (\$5.58)

E.S. & A. Robinson (Canada) Ltd. at Leaside - Local 466, Printing and Graphic Union, (AFL-CIO/CLC): A 12 1/2-month renewal agreement effective from Aug. 18, 1975, to Aug. 31, 1976, covering 451 employees, settled at the bargaining stage. (Previous agreement expired Aug. 31, 1975.)

Wages:	Effective	<u>Aug. 18/75</u>
	General Increases	15%
	Group 16 (Includes Helper)	\$4.49-\$4.69 (\$3.905)
	Group 4 (Includes Electrician)	\$6.00-\$6.62 (\$5.755)

Probationary period is 75 (90) days worked. Maximum rates for Group 16 reached after one 3-month and two 6-month increases based on merit and for Group 4 after seven 6-month increases, between the 24th and the 66th month, based on merit.

Paid Holidays: Effective Jan. 1, 1976, one floating day, Jan. 2 in 1976, is added for a total of 11 (10).

Paid Vacations: Effective Jan. 1, 1976, 4 weeks after 14 (15) years.

Welfare: Life Insurance - \$5,000 for all employees (previously \$5,000 for married and \$2,000 for single employees).

Major Medical Plan (includes Semi-Private Hospitalization) - Employer pays 100% (same) of the premiums for major medical plan. Effective Jan. 1, 1976, deductibles reduced to \$15 (\$25) for single employees and \$30 (\$50) for married employees, with 80% of the remaining expenses paid.

Employer pays 100% of the premiums for semi-private hospitalization plan, which pays all costs of hospitalization (previously employer paid a maximum of \$6 per day towards the cost of hospitalization).

Pension Plan: Effective Jan. 1, 1976, \$6 (\$5) per month per year of service.

Meal Allowance: \$2.00 (\$1.75) if 1 day's notice of overtime has not been given.

Safety Shoe Allowance: Effective Jan. 1, 1976, employer pays \$16 (\$14) per year towards the cost of safety shoes.

Kimberly - Clark of Canada Limited at Rexdale - Local 813, Chemical Workers (AFL-CIO/CLC): A 24 - month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1977, covering 445 employees, settled at the bargaining stage. (Previous agreement expired Aug. 31, 1975).

Wages:	Effective	<u>Sept. 1/75</u>	<u>Sept. 1/76</u>
General Increases		80¢	40¢
Labourer		\$4.97 (\$4.17)	\$5.37
Tradesman		\$6.86 (\$6.06)	\$7.26
Cost-of-Living Allowance:	Effective Jan.. 1976, new cost-of-living provision of 1¢ per hour per 0.35 change in the Consumer Price Index (1961=100) commencing with the comparison of the Nov. 1975 and Aug. 1975 Indexes, to be adjusted quarterly.		
Shift Premiums:	0 - 16¢ - 23¢ (0 - 14¢ - 21¢). Effective Sept. 1, 1976, 0 - 18¢ - 25¢.	30¢ (25¢) per hour worked on 3 - shift, 7 - day schedule.	
Overtime Pay:	Double time for all work performed on second day of rest providing an 8 hour day worked on first day of rest (new).		
Pay for Work on a Paid Holiday:	Double time (time and one-half) in addition to regular holiday pay.		
Paid Holidays:	One additional day during the Christmas period is added for a total of 12 (11).		
Paid Vacations:	Effective Jan. 1, 1976, 5 weeks after 22 (25) years. Effective Jan. 1, 1977, 4 weeks after 13 (15) years and 6 weeks after 28 (30) years.		
Welfare:	<u>Extended Health Care Plan</u> - Employer pays 100% of the premiums for new plan, with deductibles of \$10 for single coverage and \$20 for family coverage.		
	<u>Weekly Indemnity Plan</u> - Benefits of 70% of weekly earnings up to a maximum of \$140 (\$120) per week payable on a 0 - 3 - 26 basis. Effective Sept. 1, 1976, maximum benefits increase to \$160 per week.		
	<u>Dental Plan</u> - Effective Jan. 1, 1976, employer pays 100% (50%) of premiums for Blue Cross Dental Plan providing coverage up to a maximum of \$1,000 per person per year (previously no maximum). Rider #1 is added to coverage.		

Severance Pay: \$100 (\$75) per year of service.

Meal Allowance: \$3.00 (\$2.25). Effective Sept. 1, 1976, \$3.75.

Safety Shoe Allowance: Employer pays \$8.00 (\$5.00) per pair towards the cost of up to 2 (no maximum) pairs of safety shoes per year. Effective Sept. 1, 1976, employer pays \$10.

Converting Machine: 30¢ (25¢) per hour for converting machine and converting area cleanup and inventories performed after the scheduled work week on Saturday or Sunday.

PRIMARY METALS

Algoma Steel Corporation Ltd. at Sault Ste. Marie - Local 4509, United Steelworkers of America (AFL-CIO/CLC) (clerical and technical employees): A 36-month renewal agreement effective from Aug. 1, 1975 to July 31, 1978, covering 525 employees, settled after a work stoppage.
Duration of negotiations - 4 months.

Wages:	Effective	Aug. 1/75	Aug. 1/76	Aug. 1/77
	General Increases	90¢	20¢	20¢
	COLA Fold-in	29¢		
	Job Class Increments (between all classes except 5 and 6)	25.9¢ (23.9¢)	26.9¢	27.9¢
	Job Class Increments (between 5 and 6)	51.8¢ (42.1¢)	53.8¢	55.8¢
	Job Class 0 (includes collating clerk)	\$4.979 (\$3.789)	\$5.179	\$5.379
	Job Class 4 (includes general clerk)	\$6.015 (\$4.745)	\$6.255	\$6.495
	Job Class 8 (includes scheduler)	\$7.310 (\$5.883)	\$7.600	\$7.890

Cost of Living Allowance: Same formula as contained in agreement between Local 2251, Steelworkers and Algoma Steel Corporation Ltd.

Shift Premium: 0-20¢-20¢(0-12½¢-12½¢).

Health and Welfare: Life Insurance - Varies by job classification according to the following schedule:

<u>Job Class</u>	<u>Life Insurance Coverage</u>
0 to 2	\$10,000 all employees (\$7,000 single, \$10,000 married employee)
3 to 5	\$11,000 all employees (\$8,000 single, \$11,000 married employee)
6 to 8	\$12,000 all employees (\$9,000 single, \$12,000 married employee)
9 and above	\$13,000 all employees (\$10,000 single, \$13,000 married employee).

In addition, life insurance coverage of \$1,000 is provided for each dependent child (\$1,000 for each dependent child of a married employee).

Weekly Indemnity - Varies by job classification according to the following schedule:

<u>Job Class</u>	<u>Weekly Benefit</u>		
Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
0 to 2	UIC level (\$123)	UIC level	UIC level
3 to 5	\$140(\$125)	\$155	\$170
6 to 8	\$155(\$140)	\$170	\$185
9 and above	\$170(\$155)	\$185	\$200

Long Term Disability - Varies by job classification according to the following schedule:

<u>Job Class</u>	<u>Monthly Benefit</u>		
Effective	<u>Jan. 1/76</u>	<u>Jan. 1/77</u>	<u>Jan. 1/78</u>
0 to 2	\$405(\$368)	\$450	\$495
3 to 5	\$470(\$433)	\$470	\$515
6 to 8	\$560(\$498)	\$560	\$560
9 and above	\$605(\$560)	\$605	\$605

Other Provisions: Similar to those reported on page 285 for the Algoma Steel Corporation Ltd. and Local 2251, Steelworkers agreement.

Algoma Steel Corporation Ltd. at Sault Ste. Marie - Local 2251, United Steelworkers of America (AFL-CIO/CLC) (production and maintenance employees): A 36-month renewal agreement effective from Aug. 1, 1975 to July 31, 1978, covering 6,300 employees, settled after a work stoppage with mediation assistance.

	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>	<u>Aug. 1/77</u>
Wages:	General Increases	90¢	20¢	20¢
	COLA Fold-in	29¢		
	Job Class Increments	11.7¢ (10.7¢)	12.2¢	12.7¢
	Job Class 2 (includes Labourer)	\$5.367 (\$4.167)	\$5.572	\$5.777
	Job Class 18 (includes Machinist)	\$7.239 (\$5.879)	\$7.524	\$7.809
	Job Class 27 (includes Mill Roller)	\$8.292 (\$6.842)	\$8.492	\$8.692
Cost of Living Allowance:	Effective Aug. 1976, a cost of living allowance of 1¢ per 0.3 increase in the Consumer Price Index (base 1971 equals 100) on the basis of the increase in the July 1976 CPI over the Apr. 1976 CPI with quarterly adjustments made thereafter for the term of the agreement. Effective Aug. 1, 1977, any COLA existing as of July 31, 1977, will be folded into the wage structure.			
Shift Premium:	0-15¢-25¢(0-10¢-15¢).			
Paid Vacation:	Effective Jan. 1, 1976, 2 weeks after 1 year, 3 weeks after 5 years and 4 weeks after 10 years (unchanged); 5 weeks after 15(20) years, 6 weeks after 22(30) years and 7 weeks (new) after 30 years.			
Meal Allowance:	\$2.25 meal voucher (previously, amount not specified).			
Health and Welfare:	<u>Life Insurance</u> - \$10,000 coverage for all employees plus \$1,000 for each dependent child (previously \$7,000 coverage for single employees, \$10,000 coverage for married employees plus \$1,000 for each dependent child of the married employee). <u>Weekly Indemnity</u> - The accident and sickness benefits currently at the UIC level of \$123 will be adjusted each January during the agreement to the corresponding UIC level.			

Long Term Disability - Effective Jan. 1, 1976, benefits of \$405 per month (\$85 per week); effective Jan. 1, 1977, \$450 per month; and effective Jan. 1, 1978, \$495 per month.

Pension: Basic Benefit - \$10(\$7.25) per month per year of service to a maximum of 40 years of service.

Supplementary Benefit - \$9(\$7.25) per month per year of service to a maximum of 30 years of service with offsets for benefits received under Old Age Security or the Canada Pension Plan. The amount of offset will be equivalent to the level of benefits payable under O.A.S. or C.P.P. at the time of retirement (\$75 offset for O.A.S. benefits; C.P.P. offset was similar to present provision).

Eligibility - No service requirement specified (previously 10 years).

Survivor Benefit - The surviving spouse of any employee who dies prior to retirement receives benefits equivalent to 50% of the basic pension entitlement of the employee at the time of death or \$50 per month, whichever is greater. (For a surviving spouse to be eligible, the deceased employee must have had 10 years of service and have been 40 years of age. No minimum benefit was stipulated).

Unreduced Pension Retirement - After 35 years of service (new) and/or at age 58 with 30 years of service (age 60 with 30 years) or at age 62 regardless of the years of service (no change in latter provision).

Existing Pensioners - Benefits increased by \$30 per month for pensioners and by \$15 per month for surviving widows.

Ontario Hospital Insurance - Employer will pay OHIP premiums for all employees retiring on pension after Aug. 1, 1975 until 65 years of age.

PRIMARY METALS

Algoma Steel Corporation Limited at Sault Ste. Marie - United Transportation Union (AFL-CIO/CLC): A 36-month renewal agreement effective from Aug. 1, 1975 to July 31, 1978, covering 203 employees, settled at the bargaining stage. (Previous agreement expired July 31, 1975).

Wages:	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>
	Increases	96¢, 98¢ or \$1.02, depending on classification	18¢, 19¢ or 21¢, depending on classification
	Cost-of-Living Fold-in	29¢ cost-of living was folded into wage rates, leaving no float	
	Diesel Helper	\$6.082 (\$4.832)	\$6.262
	Switchman	\$6.316 (\$5.046)	\$6.506
	Engineer	\$6.744 (\$5.474)	\$6.934
	Effective	<u>Aug. 1/77</u>	
	Increases	23¢, 24¢ or 26¢, depending on classification	
	Diesel Helper	\$6.492	
	Switchman	\$6.746	
	Engineer	\$7.174	
Cost-of-Living Allowance:	Effective May 1976, new cost-of-living provision of 1¢ per hour per 0.3 change in the Consumer Price Index (1971=100), commencing with the comparison of the July 1976 and April 1976 Indexes, to be adjusted quarterly. Cost-of-living allowance as of July 31, 1977 will be folded into the wage rates effective Aug. 1977 (previous provision of 1¢ per hour per 0.6 change was discontinued as of Aug. 1, 1975).		
Shift Premiums:	0 - 15¢ - 25¢ (0 - 10¢ - 15¢).		
Paid Vacations:	Effective Jan. 1, 1976, 5 weeks after 15(20) years, 6 weeks after 22(30) years and 7 weeks (new) after 30 years.		
Welfare:	<u>Life Insurance</u> - \$10,000 , plus \$1,000 per dependent (previously \$8,000 plus \$3,000 for married employee with dependent spouse and \$1,000 per child).		
	<u>OHIP</u> - OHIP will be paid until age 65, for employees who retire prior to 65 (new).		

Weekly Indemnity Plan - Effective Jan. 1, 1976, 1977 and 1978, benefits of an amount equal to U.I.C. benefit level (previously \$100 per week), payable, as previously, on a 1-8-52 basis.

Dental Plan - Effective Aug. 1, 1975, employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7.

Pension Plan: Basic benefits of \$10 (\$7.25) per month per year of service and supplementary benefits of \$9 (\$7.25) per month per year of service.

Present retirees will receive an additional increase of \$30 per month with proportionate increases to those presently receiving survivorship pensions.

Normal retirement with 35 years' service (new) or at age 58 (60) with 30 years' service or more.

Meal Allowance: \$2.25 (new).

MACHINERY

De Laval Company Limited at Peterborough - Local 872, Machinists (AFL-CIO/CLC): A 24 - month renewal agreement effective from Aug. 27, 1975 to Aug. 26, 1977, covering 203 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 27, 1975.)

Wages: Retroactive pay of 75¢ per regular hour worked between June 27 and Aug. 27, 1975.

Effective	<u>Aug. 27/75</u>	<u>Aug. 27/76</u>
General Increases	75¢	10%
Cost-of-Living Fold-in	12¢ cost-of-living was folded into wage rates, leaving no float	
Group 5 (includes Polisher)	\$4.88-\$4.94 (\$4.01-\$4.07)	\$5.37-\$5.43
Group 1 (includes Maintenance Electrician)	\$5.73-\$5.84 (\$4.86-\$4.97)	\$6.30-\$6.42

Probationary period is 40 working days during a period of 12 consecutive months. Automatic increases of 5¢ per hour every 6 months until maximum is reached.

- Cost-of-Living Allowance: Lump sum payment of \$200 in lieu of cost of living allowance for employees on payroll as of Aug. 27, 1976.
Effective in 1976, new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961=100) after an increase of 5% in the Consumer Price Index above the June 1976 Index, to be adjusted quarterly and folded into the wage rates (previous provision of 1¢ per hour per 0.5 change was discontinued Aug. 27, 1975).
- Lead Hand Premium: 35¢ (20¢) per hour.
- Shift Premiums: 0 - 25¢ - 28¢ (previously 20¢, 22¢ or 25¢ depending on classification for 2nd and 3rd shift).
- Paid Vacations: Effective in 1976, 3 weeks after 5(7) years and 4 weeks after 16(18) years.
- Bereavement Leave: Grandparents included in 1 day's paid leave to attend funeral. 3(1) days' paid leave granted to attend funeral upon death of mother-in-law or father-in-law.
- Welfare: Life Insurance - Effective Sept. 1976, \$8,000 (\$5,000).
- Welfare: Weekly Indemnity Plan - Benefits increase to \$120(\$100) per week, payable on a 1-4-39 (1-4-26) basis. Plan is integrated with U.I.C. plan, which, if appropriate, covers from the 3rd to 17th week of disability.
- Extended Health Care Plan - Effective as soon as possible, employer pays 80% of the premiums for a new extended health care plan, with deductibles of \$10 per individual and \$20 per family.

TRANSPORTATION EQUIPMENT

- Canadian Fram Limited at Chatham - Local 127, Auto Workers (CLC): A 36-month renewal agreement, effective from Aug. 23, 1975 to Aug. 22, 1978, covering 425 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired Aug. 22, 1975.)

Wages:	Effective	<u>Aug. 23/75</u>	<u>Aug. 23/76</u>	<u>Aug. 23/77</u>
Increases		50¢ for Assembly; 90¢ for Skilled Trades; 50¢-70¢ for Service	25¢ for Assembly and Service; 39¢ for Skilled Trades	25¢ for Assembly and Service; 40¢ for Skilled Trades
Cost-of-Living Fold-In		80¢ cost-of-living allowance was folded into wage rates, leaving a float of 8¢.		
Grade II (Includes Material Handler)		\$5.98 (\$4.48)	\$6.23	\$6.48
Grade V (Includes Electrician)		\$6.85 (\$5.15)	\$7.24	\$7.64
Cost-of-Living Allowance:		1¢ per hour per 0.35 (0.4) change in the Consumer Price Index (1961=100), to be adjusted quarterly.		
Shift Premiums:		0¢-20¢-25¢ (0¢-14¢-18¢).		
Lead Hand Premium:		20¢ (10¢) per hour.		
Paid Holidays:		2 days between Christmas Day and New Year's Day are added for a total of 15 (13).		
Paid Vacations:		Employee may receive a percentage of yearly earnings or regular weekly earnings at time of vacation, whichever is greater (new).		
Welfare:		<u>Life Insurance</u> - \$15,000 for all employees (previously \$8,000 for single and \$10,000 for married employees). <u>A. D. & D.</u> - \$7,500 (\$5,000).		
		<u>Weekly Indemnity Plan</u> - Benefits increase to 66 2/3% of weekly earnings (previously \$123 per week) payable, as previously, on a 1-5-52 basis.		
		<u>Long Term Disability Plan</u> - Plan provides benefits of 50% of weekly earnings (previously \$90 per week).		
		<u>Dental Plan</u> - Rider No. 1 is added to Blue Cross Dental Plan No. 7.		

Pension Plan: Basic benefit of \$8.00 (\$7.50) per month per year of service.
Supplementary benefit of \$8.00 (\$6.50) per month per year of service.
Survivor Income Benefits - \$200 per month for 24 months, or, if spouse is 48 years of age at time of employee's death, until age 65.

Supplementary Unemployment Benefits Fund: Maximum funding is increased to \$500 (\$475) per employee.

ELECTRICAL PRODUCTS

GTE Automatic Electric (Canada) Ltd. at Brockville - Local 526, International Union of Electrical, Radio and Machine Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from May 12, 1975 to May 11, 1977, covering 1,100 employees, settled after a work stoppage with mediation assistance.

Wages:	Effective	<u>May 12/75</u>	<u>Nov. 9/75</u>
	General Increases	75¢	25¢
	Assembler (Light)	\$4.09-\$4.26 (\$3.34-\$3.51)	\$4.34-\$4.51
	Assembler (Heavy)	\$4.30-\$4.63 (\$3.55-\$3.88)	\$4.55-\$4.88
	Tool and Die Maker	\$5.23-\$5.90 (\$4.48-\$5.15)	\$5.48-\$6.15
	Maintenance Machinist	\$5.50-\$6.26 (\$4.75-\$5.51)	\$5.75-\$6.51
	Effective	<u>May 9/76</u>	<u>Nov. 14/76</u>
	General Increases	35¢	25¢
	Assembler (Light)	\$4.69-\$4.86	\$4.94-\$5.11
	Assembler (Heavy)	\$4.90-\$5.23	\$5.15-\$5.48
	Tool and Die Maker	\$5.83-\$6.50	\$6.08-\$6.75
	Maintenance Machinist	\$6.10-\$6.86	\$6.35-\$7.11

Cost of Living Allowance(new): 1¢ for each 0.45 increase in the Consumer Price Index (1961 equals 100) adjusted quarterly. First payment in July 1976.

Shift Premiums: Included in holiday pay (new).

Paid Holidays: Boxing Day added for a total of 11.

Paid Vacation: 2 weeks after 1 year's service (unchanged), 3 weeks after 5(8) years, 4 weeks after 15 years (unchanged) and 5 weeks after 25(30) years. Effective May 12, 1976, 4 weeks after 13 years.

Vacation Pay: Based on current (average) earnings.

Health and Welfare: Hospital-Medical - If premiums increase, employer will pay \$12.50-\$25.00 (\$11-\$22).
Extended Health - If premiums increase, employer will pay \$1.90-\$5.10 (\$1.63-\$4.45).
Semi-Private Hospitalization - Employer contributes \$1-\$2 (new).
Dental Plan (new) - Effective May 12, 1976, employer pays 100% of premium cost.
Sick Leave - 3(5) unpaid days during short term illness.

Pension Plan: Widows Pension - 50%(33 1/3%).

Safety Shoes: \$12(\$7.50).

Safety Prescription Glasses: \$12(\$10).

NON-METALLIC MINERAL PRODUCTS

Dominion Glass Company Ltd. at Wallaceburg - Local 235, United Glass and Ceramic Workers of North America (AFL-CIO/CLC): A 24-month renewal agreement effective from July 26, 1975 to July 25, 1977, covering 840 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

	<u>Effective</u>	<u>July 26/75</u>	<u>July 26/76</u>	<u>July 26/77</u>
Wages:	General Increases	75¢	50¢	20¢
	Classification Increases	7¢ - 17¢		
	Group 1 (includes Labour, Light) (maximum after probationary period of 45 days worked)	\$4.43-\$4.53 (\$3.68-\$3.78)	\$4.93-\$5.03	\$5.13-\$5.23
	Group 3 (includes Labour) (maximum after probationary period of 45 days worked)	\$4.73-\$4.83 (\$3.98-\$4.08)	\$5.23-\$5.33	\$5.43-\$5.53
	Group 12 (includes Electrician(\$4.69-\$5.11) Certificate) (maximum after 24 months)	\$5.44-\$5.86	\$5.94-\$6.36	\$6.14-\$6.56
Cost of Living Allowance(new):	1¢ per hour for each 0.5 point change in the Consumer Price Index, to be adjusted quarterly with the first payment in June 1976 and a cap of 15¢ over the life of the contract.			
Shift Premium:	0-13¢-19¢(0-12¢-18¢).			
Overtime:	Double time after 10(12) consecutive hours.			
Health and Welfare:	<u>Weekly Indemnity</u> - 66 2/3% of regular earnings to a maximum of \$123(\$107) per week.			
	<u>General</u> - Health and welfare premiums to be paid by the employer for 6(2) months in case of sickness.			
Prescription Safety Glasses:	Employer pays 75%(50%) of cost to a maximum of \$50.			
Safety Shoes:	Employer pays \$15 per pair for safety shoes costing \$15 or more (50% of the cost to a maximum of \$7.50). 1 to 3 pairs per year, depending on worker's area (previously, number of pairs not stipulated).			
Tool Allowance:	\$40(\$37.50) per year.			

Norton Company, Electric Furnace Plant at Chippawa - Local 154, Chemical Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 21, 1975 to May 20, 1977, covering 250 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired May 20, 1975).

Wages:	Effective	<u>May 21/75</u>	<u>May 21/76</u>
General Increases		75¢	50¢
Job Class Increments		10¢ (9¢)	10¢
Additional Adjustments		10¢ for tradesmen for each related skill in which they have experience, up to a maximum of 3 trades	
Job Grade 2 (General Labour)		\$4.86 (\$4.10)*	\$5.36
Job Grade 12 (Electrician Step 5)		\$6.16 (\$5.00)*	\$6.66

* Note: Previous rates include an interim increase of 10¢ per hour.

Shift Premiums: Effective August 7, 1975, 0 - 18¢ - 20¢ (0 - 17¢ - 19¢). Effective May 21, 1976, 0 - 19¢ - 21¢.

Sunday Premium: Effective August 7, 1975, 45¢ (40¢) per hour. Effective May 21, 1976, 50¢ per hour.

Paid Vacations: Effective January 1, 1976, 5 weeks after 20 (23) years.

Bereavement Leave: Effective August 7, 1975, son-in-law and daughter-in-law are included in up to 3 days' paid leave to attend funeral.

Welfare: Life Insurance and A.D. and D. - Effective May 1, 1976, \$7,500 (\$6,500).

Weekly Indemnity - Effective Sept. 1975, benefits range from \$95 to \$105 (\$70 - \$80) per week, depending on classification, payable on a 1 - 4 - 26 (3 - 3 - 26) basis. Effective May 1, 1976, benefits range from \$105 to \$115 per week.

Pension Plan: Basic benefit increases to \$6.50 (\$6.00) per month per year of service.

EDUCATION AND RELATED SERVICES

University of Guelph at Guelph - University of Guelph Staff Association (Ind.) (office, clerical, laboratory, technical and agricultural employees): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 690 employees, settled at the bargaining stage.
Duration of negotiations - 4 months.

Wages:	Effective	July 1/75	
	General Increase (Non-Agricultural Workers)	14%	<u>Note:</u> Due to a reduction in the standard work week by 1½ hours, the actual hourly rate has been increased by 17.833%.
	Agricultural Workers	18%	<u>Note:</u> Due to a reduction in the work week by 2½ hours, the actual hourly rate has been increased by 25.868%.
<u>Weekly Rates</u>			
	Clerk Typist	\$99-\$129 (\$87-\$113)	
	Senior Computer Programmer	\$221-\$292 (\$194-\$256)	
	Agricultural Worker	\$171.60-\$187.12 (\$145.42-\$158.58)	
Merit Pay:	An amount equal to 4%(2%) of the gross salaries of bargaining unit members will be distributed on the basis of merit, as assessed by the employer, to non-agricultural employees.		
Overtime Retroactivity:	Hours of overtime worked between the expiration of the former agreement, June 30, 1975, and the conclusion of negotiations for the new agreement, July 31, 1975, will be paid at straight time.		
Hours of Work:	Reduced to 7(7½) hours per day and 35(36½) hours per week. The work week for employees classified as Agricultural Workers, Agricultural Assistants, Lead Hand/Agricultural Workers and Lead Hand/Agricultural Assistants has been reduced to 37½(40) hours.		

Shift Premiums: Effective July 25, 1975, 0-17¢-25¢(0-12¢-20¢).

Weekend Premiums: Effective July 25, 1975, Saturday 25¢(20¢) per hour; Sunday 50¢(20¢) per hour.

Paid Holidays: Floating holiday added for a total of 12 days.

Paid Vacation: 3 weeks after 1 year of service (unchanged) and 4 weeks after 12(15) years.

Sick Leave: Accumulated on the following basis:

Less than 3 months employment - 3 days
More than 3 months employment - 10 days
More than 12 months employment - 36(18) days
More than 24 months employment - 48(24) days
More than 36 months employment - 60(36) days.

Health and Welfare: Major Medical Plan - Deductibles reduced to \$10(\$25) for single and \$20(\$50) for family coverage.

Extension of Coverage - The benefits of major medical, basic medical and group life insurance will be extended to temporary full-time employees whose appointment is for a period of 6 months or more. The University will contribute 66 2/3% of the total cost.

Dental Plan (new) - Provided there is sufficient employee subscription, a basic preventive dental plan similar to the Blue Cross #7 Plan will be implemented on or before Nov. 1, 1975. The plan will cover Periodontal, Endodontal, Surgical Services and Dental Repairs. The employer will pay 50% of the cost.

SERVICES TO BUSINESS MANAGEMENT

Canadian Standards Association at Toronto - Local 967, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from June 20, 1975 to June 20, 1977*, covering 250 employees, settled during a strike with mediation assistance. (Previous agreement expired June 20, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>June 20/75</u>	<u>June 20/76</u>
	General Increases	17½%	12%
	Clerk Grade 1	\$120.50 - \$130.00 (\$102.50 - \$110.50)	\$135.00 - \$145.00
	Maintenance Electrician	\$211.00 - \$224.50 (\$179.50 - \$191.00)	\$236.00 - \$251.50
	Engineering Technologist	\$283.00 - \$321.50 (\$241.00 - \$273.50)	\$317.00 - \$360.00

Probationary period is 6 months. Maximum rates for Clerk Grade 1 reached after 6 months (previously after four 6-month increases), for Maintenance Electrician after 6 months and for Engineering Technologist Grade 2 after 3 years (previously automatic increases for the first 3 years and on merit thereafter).

Bonus: Effective Aug. 5, 1975, all employees currently at the top of their schedule range as of the above date, shall receive a special bonus of \$125.

Shift Premiums: 0 - \$2.00 - \$2.50 (0 - \$1.20 - \$1.50).

Overtime Pay: \$13.25 (\$10.50) per week in lieu of overtime pay for employees required to travel on employer's business 100 days or more per year plus \$13.78 (\$10.92) per day in excess of 100 days up to a maximum of 50 days.

Paid Vacations: 6 weeks (new) after 25 years for employees whose combined years of service and age equals 85.

Welfare: Extended Health Care Plan - Employer pays 100% of the premiums for single coverage for employees who retire with 15 years' service or more.

* If the Consumer Price Index increases by 10% above the June 1976 Index, a new contract will be negotiated.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (general services group, supervisory and non-supervisory):
Two 4½-month renewal agreements effective from Aug. 14, 1975 to Dec. 28, 1975, covering a total of 13,820 employees (2,010 supervisory and 11,810 non-supervisory), settled at the bargaining stage.

The previous agreement which was due to expire Sept. 28, 1975 was reopened for negotiations with respect to rates of pay and duration. The agreement has been extended 3 months to Dec. 28, 1975 and wage adjustments made retroactive to Dec. 30, 1974.

Wages: Effective Dec. 30/74

General Increase 9%

Non-Supervisory Rates

<u>Sub-Group</u>	<u>Ottawa</u>	<u>Halifax</u>	<u>Vancouver</u>
Building Services (Levels 1-12)	\$2.89-\$6.73 (\$2.40-\$5.92)	\$2.87-\$6.42 (\$2.37-\$5.64)	\$3.10-\$7.23 (\$2.59-\$6.38)
Food Services (Levels 1-9)	\$2.87-\$6.51 (\$2.37-\$5.72)	\$2.87-\$6.07 (\$2.37-\$5.32)	\$2.89-\$7.27 (\$2.40-\$6.42)
Laundry Services (Levels 1-11)	\$2.98-\$6.83 (\$2.48-\$6.02)	\$2.90-\$6.64 (\$5.21-\$5.84)	\$3.08-\$7.10 (\$2.58-\$6.26)
Messenger Services (Levels 1-12)	\$2.91-\$6.78 (\$2.42-\$5.97)	\$2.93-\$6.83 (\$2.44-\$6.02)	\$3.01-\$7.02 (\$2.51-\$6.19)
Miscellaneous Personal Services (Levels 1-12)	\$3.40-\$5.50 (\$2.87-\$4.80)	\$2.87-\$4.61 (\$2.38-\$3.98)	\$3.39-\$5.48 (\$2.86-\$4.78)
Protective & Custodial Services (Levels 1-13)	\$3.47-\$6.44 (\$2.93-\$5.66)	\$3.04-\$5.61 (\$2.54-\$4.90)	\$3.42-\$6.35 (\$2.89-\$5.58)
Stores Services (Levels 1-10)	\$3.11-\$7.27 (\$2.60-\$6.42)	\$2.94-\$6.87 (\$2.45-\$6.05)	\$3.47-\$8.14 (\$2.93-\$7.22)

Note: The new rates include an interim adjustment of \$500 per year effective Apr. 1, 1974.

The previous rates include a 5% negotiated increase already applied on Dec. 30, 1974.

CONSTRUCTION

Oshawa and District Construction Exchange - Local 597, Labourers (AFL-CIO/CLC):

A 21-month renewal agreement effective from Aug. 1, 1975 to April 30, 1977, covering 500 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired April 30, 1975.)

Sault Ste. Marie Builders Exchange - Local 446, Carpenters (AFL-CIO/CLC): A 21-month renewal agreement effective from Aug. 11, 1975 to April 30, 1977, covering 300 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1975).

Wages:	Effective	<u>Aug. 11/75</u>	<u>Nov. 1/75</u>
	General Increases	93¢	46¢
	J Journeyman Carpenter	\$8.36 (\$7.43)	\$8.82
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	68¢	60¢
	J Journeyman Carpenter	\$9.50	\$10.10

Vacation Pay: Vacation pay of 10% (9%).

Pension Plan: Effective Aug. 11, 1975, employer contributes 15¢ per hour to a new pension plan.

Sault Ste. Marie Builders Exchange - Local 1036, Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 300 employees, settled during a strike with mediation assistance. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 14/75</u>	<u>Nov. 1/75</u>
	General Increases	83¢	42¢
	Labourer	\$6.03 (\$5.20)	\$6.45
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	50¢	42¢
	Labourer	\$6.95	\$7.37

Wages:	Effective	<u>Aug. 7/75</u>	<u>Nov. 1/75</u>
	General Increases	55¢	37¢
	Labourer	\$6.48 (\$5.93)	\$6.85
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	50¢	60¢
	Labourer	\$7.35	\$7.95
Vacation Pay:	Effective Nov. 1, 1976, vacation pay of 9% (8%).		
Pension Plan:	Effective Nov. 1, 1975, employer contributes 40¢ (30¢) per hour. Effective May 1, 1976, employer contributes 50¢ per hour.		

Toronto Construction Association - Carpenters (AFL-CIO/CLC): A 27-month renewal agreement effective from Aug. 5, 1975 to Oct. 31, 1977, covering 2,000 employees, settled after a strike. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>Aug. 5/75</u>	<u>May 1/76</u>
	General Increases	\$1.00	60¢
	J Journeyman Carpenter	\$9.30 (\$8.30)	\$9.90
	Effective	<u>Nov. 1/76</u>	<u>May 1/77</u>
	General Increases	65¢	80¢
	J Journeyman Carpenter	\$10.55	\$11.35
Vacation Pay:	Effective Nov. 1, 1975, vacation pay of 10% (9%).		
Welfare:	Effective Nov. 1, 1975, employer contributes 45¢ (34¢) per hour.		
Pension Plan:	Effective Nov. 1, 1975, employer contributes 40¢ (20¢) per hour.		

Toronto Construction Association (General Contractors' Section) - Local 506, Labourers (AFL-CIO/CLC): A 27-month renewal agreement effective from May 1, 1975 to July 31, 1977, covering 4,000 employees, settled at the bargaining stage. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>Aug. 5/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	General Increases	90¢	30¢	80¢
	Labourer (Group A)	\$7.36 (\$6.46)	\$7.66	\$8.46
	Effective		<u>Nov. 1/76</u>	<u>May 1/77</u>
	General Increases		30¢	35¢
	Labourer (Group A)		\$8.76	\$9.11
Vacation Pay:	Effective May 1, 1976, vacation pay of 10% (8%).			

Hamilton and District Sheet Metal Contractors Inc. at Hamilton, Brantford and Niagara Area - Local 537, Sheet Metal Workers (AFL-CIO/CLC): A 23-month renewal agreement effective from June 2, 1975 to April 30, 1977, covering 700 employees, settled during a strike. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>Aug. 5/75</u>	<u>May 1/76</u>
	Increases	\$1.24 in Niagara area; \$1.19 in Hamilton; \$1.29 in Brantford	\$1.59 in Niagara area; \$1.37 in Hamilton and Brantford
	Journeyman Sheet Metal Worker Niagara area	\$9.67 (\$8.43)	\$11.26
	Journeyman Sheet Metal Worker Hamilton	\$9.97 (\$8.78)	\$11.34
	Journeyman Sheet Metal Worker Brantford	\$9.58 (\$8.29)	\$10.95

Effective	<u>Feb. 1/77</u>
Increase	25¢ in Niagara area
J Journeyman Sheet Metal Worker Niagara area	\$11.51
Vacation Pay:	Effective August 5, 1975, vacation pay of 10% (9%).
Welfare:	Effective August 5, 1975, employer contributes 35¢ (30¢) per hour.

ADDENDUM

This addendum consists of 2 settlements ratified in May 1975, 3 ratified in June 1975, 3 ratified in July 1975 and 1 ratified in August 1975.

CONSTRUCTION

Mechanical Contractors' Association, Zone 12, in the Oshawa - Port Hope - Peterborough area - Local 463, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 235 employees, settled at the bargaining stage and ratified in May 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	95¢	53¢
	J Journeyman Plumber	\$ 8.90 (\$ 7.95)	\$ 9.43
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	57¢	60¢
	J Journeyman Plumber	\$10.00	\$10.60

Vacation Pay: Vacation pay of 10% (9%).

Welfare: Effective May 1, 1975, employer contributes 77¢ (35¢) per hour.
Effective Nov. 1, 1975, employer contributes 83¢ per hour.
Effective May 1, 1976, employer contributes 90¢ per hour.
Effective Nov. 1, 1976, employer contributes 98¢ per hour.

Painting and Decorating Contractors of Ontario (Residential Agreement) - Local 1891, Painters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 400 employees and ratified in May 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	65¢	35¢
	J Journeyman Painter	\$7.65 (\$7.00)	\$8.00
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	40¢	50¢
	J Journeyman Painter	\$8.40	\$8.90
Vacation Pay:	Effective June 1, 1975, vacation pay of 10% (9%).		
Welfare:	Effective Nov. 1, 1975, employer contributes 40¢ (35¢) per hour.		

METAL FABRICATING

John T. Hepburn Limited at Toronto - Local 3335, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 19, 1975 to May 18, 1977, covering 200 employees, settled with mediation assistance during a strike, and ratified in June, 1975. (Previous agreement expired May 18, 1975.)

Wages	Effective	<u>May 19/75</u>	<u>May 19/76</u>	<u>Nov. 19/76</u>
	General Increases	17%	12%	3%
	Unskilled Labour	\$4.71-\$4.81 (\$4.01-\$4.11)	\$5.29-\$5.39	\$5.45-\$5.55
	Electrician	\$5.94-\$6.04 (\$5.06-\$5.16)	\$6.60-\$6.76	\$6.80-\$6.97

Probationary period is 45 days. Maximum rates reached after two 60-day increases of 5¢ each.

Shift Premiums: 0¢ - 20¢ - 25¢ (0¢ - 15¢ - 20¢).

Lead Hand Premium: 25¢ per hour (new).

Paid Vacations: 3 weeks after 6(7) years and 4 weeks after 16(17) years.
Effective May 19, 1976, 4 weeks after 15 years.

Vacation Bonus: Vacation bonus of 2% after 25 years.

Welfare: Life Insurance - \$6,500 (\$5,000). Effective June 1, 1976,
\$7,500.

A.D. & D. - \$6,500 (new). Effective June 1, 1976, \$7,500.

Weekly Indemnity Plan - Benefits increase to \$110 (\$90) per week, payable, as previously, on a 1-4-26 basis. Effective May 19, 1976, benefits increase to \$120 per week.

Dental Plan - Effective, Oct. 1, 1975, employer pays 100% of the premiums for a new basic dental plan - Blue Cross No. 7.

Meal Allowance; \$2.00 (\$1.50) after 2 hours of overtime if sufficient notice has not been given.

Out-of-Shop Allowance: \$1.00 (75¢) per hour.

Travel Allowance: \$1.00 (75¢) per hour.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited at Chalk River - Local 1568, Chalk River Technicians and Technologists (CLC): A 24-month renewal agreement effective from Aug. 1, 1975 to July 31, 1977, covering 430 employees, settled at the bargaining stage and ratified in June 1975. (Previous agreement expired July 31, 1975.)

Wages:	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>
	Increases	\$940-\$2,340	\$765-\$2,035
	Additional Adjustments	Restructuring of wage schedule; some steps in range are eliminated and some new steps added	

	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>
Range T2 (Research and Development Technician 2)		\$7,165-\$10,395 (\$6,225-\$ 9,080)	\$7,930-\$11,540
Range T7 (Research and Development Technologist 7)		\$18,705-\$20,850 (\$16,560-\$17,685)	\$20,525-\$22,885
Shift Premiums:	0-\$1.55 - \$2.05 (0 - \$1.30 - \$1.75).		
Sunday Premium:	\$6.00 (\$5.20) per shift.		
Paid Holidays:	Effective in 1976, one day during the Christmas period is added for a total of 11 (10).		
Paid Vacations:	16 days after 11 (12) years, 17 days after 12 (13) years, 18 days after 13 (14) years, 19 days after 14 (15) years, 20 days after 15 (16) years, 21 days after 19 years (same), 22 days after 22 (23) years, 23 days after 25 (27) years, 24 days (new) after 28 years and 30 days (new) after 30 years.		
Welfare:	<u>OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan</u> - Employer pays \$11.00 (\$9.25) per month for single coverage and \$22.00 (\$20.00) per month for family coverage.		

Atomic Energy of Canada Limited at Mississauga - Association of Commercial and Technical Employees (Atomic Energy Power Projects Employees) Local 1645 (CLC): A 24-month renewal agreement effective from Aug. 1, 1975 to July 31, 1977, covering 200 employees, settled at the bargaining stage and ratified in June 1975. (Previous agreement expired July 31, 1975.)

Wages:	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>
Increases		\$ 795-\$ 2,285	\$ 695-\$ 1,965
Additional Adjustments		Restructuring of wage schedule; some steps in range are elimina- ted and some new steps added	

Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>
Range PD-TR2 (Tracer)	\$ 6,965-\$ 9,865 (\$ 5,835-\$ 8,780)	\$ 7,860-\$10,760
Range PD-2 (Detailer 2)	\$ 7,465-\$10,915 (\$ 6,670-\$ 9,735)	\$ 8,160-\$11,910
Range PD-7 (Design Technologist 7)	\$19,155-\$21,205 (\$16,720-\$18,120)	\$20,920-\$23,170

Paid Holidays: Effective in 1976, one day during the Christmas period is added for a total of 11 (10).

Paid Vacations: 16 days after 11 (12) years, 17 days after 12 (13) years, 18 days after 13 (14) years, 19 days after 14 (15) years, 20 days after 15 (16) years, 21 days after 19 years (same), 22 days after 22 (23) years, 23 days after 25 (27) years, 24 days (new) after 28 years and 25 days (new) after 30 years.

Welfare: O.H.I.P., Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$11.00 (\$9.25) per month for single coverage and \$22.00 (\$20.00) per month for family coverage.

METAL FABRICATING

Canadian Coleman Company Limited at Toronto - Local 24514, Federal Union (CLC):
A 27-month renewal agreement, effective from July 1, 1975 to Sept. 30, 1977, covering 450 employees, settled at the bargaining stage and ratified in July 1975. (Previous agreement was to expire Sept. 30, 1975.)

Wages:	Effective	<u>July 1/75</u>	<u>July 1/76</u>
General Increases		14%	11%
Additional Adjustments		10¢-25¢ for Skilled Trades	
Hand Trucker		\$4.36-\$4.46 (\$3.82-\$3.91)	\$4.83-\$4.95
Maintenance Mechanic		\$5.60-\$5.87 (\$4.71-\$4.95)	\$6.22-\$6.52

Probationary period is 60 worked days. Maximum rates reached after one year, based on merit.

Shift Premiums: Effective Oct. 1, 1975, 0¢ - 15¢ - 20¢ (0¢ - 13¢ - 17¢).

Lead Hand Premium: Effective Oct. 1, 1975, 30¢ (20¢) per hour.

Paid Holidays: Effective Oct. 1, 1975, one floating day is added for a total of 11 (10).

Paid Vacations: Effective Oct. 1, 1975, 3 weeks after 6 (8) years and 4 weeks after 16 (18) years.

Welfare: Life Insurance - Effective Oct. 1, 1975, \$6,000 (\$5,000).

Weekly Indemnity Plan - Effective Oct. 1, 1975, benefits increase to U.I.C. benefit level (previously a maximum of \$100 per week) payable from the first day of accident or hospitalization and eighth day of illness for a total of 26 weeks (previously payable from the first day of accident and eighth day of illness for a total of 26 weeks).

OHIP - Effective Oct. 1, 1975, employer pays 100% (75%) of the premiums for OHIP.

Safety Shoe Allowance: Effective Oct. 1, 1975, employer pays \$10 (\$6) per year per pair of safety shoes.

ELECTRIC POWER, GAS AND WATER UTILITIES

Hydro-Electric Commission of Ottawa - Local 200, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1977, covering 215 employees, settled during a strike with mediation assistance and ratified in July 1975. (Previous agreement expired Mar. 31, 1975.)

Wages:	Effective	Apr. 1/75	Oct. 1/75	Apr. 1/76
	Increases	15% plus 14¢-25¢ for skilled tradesmen and 10¢ for all other employees	3%	11½% plus 6¢-10¢ for skilled tradesmen and 10¢ for all other employees
	Handyman	\$4.11-\$5.43 (\$3.47-\$4.62)	\$4.23-\$5.59	\$4.83-\$6.34
	Skilled Lineman	\$4.15-\$7.33 (\$3.47-\$6.12)	\$4.27-\$7.55	\$4.83-\$8.53

Probationary period is 6 months.

Shift Premiums: 20¢ per hour (new) for employees on regular rotating shifts between the hours of 4.00 p.m. - 8.00 a.m.

Paid Vacations: 4 weeks after 14 (15) years. Effective in 1976, 4 weeks after 13 years.

FEDERAL ADMINISTRATION

The National Research Council of Canada at Ottawa - The Research Council Employees' Association (Ind.) (non-supervisory employees, operational category): A 24-month renewal agreement effective from March 25, 1975 to April 3, 1977, covering 259 employees, settled at the bargaining stage and ratified in July 1975. (Previous agreement expired March 24, 1975.)

Wages:	Effective	<u>Mar. 25/75</u>	<u>Sept. 29/75</u>	<u>Dec. 1/75</u>
	Increases	\$771-\$1,962	\$679-\$800 for Fire Prevention Officers	\$739-\$1,152 for Heating, Power and Stationary Plant Operat- ion Group
	Equipment Operator	\$8,619-\$10,498 (\$7,293-\$8,790)	\$8,619-\$10,498	\$8,619-\$10,498
	Electrician			
	Hiring Rate	\$14,103 (\$12,329)	\$14,103	\$14,103
	J Journeyman Rate	\$14,669 (\$12,829)	\$14,669	\$14,669
	Maximum Merit	\$15,234 (\$13,282)	\$15,234	\$15,234
	Effective	<u>Apr. 5/76</u>	<u>June 28/76</u>	
	Increases	\$565-\$1,714 for all groups except Heating, Power and Stationn- ary Plant Operat- ion Group	\$599-\$961 for Heating, Power and Stationary Plant Operation Group	
	Equipment Operator	\$9,589-\$11,679	\$9,589-\$11,679	
	Electrician			
	Hiring Rate	\$15,690	\$15,690	
	J Journeyman Rate	\$16,319	\$16,319	
	Maximum Merit	\$16,948	\$16,948	

Shift Premiums: 0-16¢-23¢ (0-12½¢ - 18½¢).

Paid Vacations: 4 weeks after 15 (18) years and 5 weeks after 28 (30) years.

Bereavement Leave: Stepfather, stepmother, foster parent and ward included in 4 days' paid leave to attend funeral.

Special Leave: One day's paid leave for adoption of child (new).

Mileage Allowance on Call-in: Maximum of \$5.00 (\$3.00) each way for employee on call-in.

August Settlement reported late.

CONSTRUCTION

Ottawa Construction Association at Smiths Falls, Pembroke and Cornwall Area - Local 1988, Carpenters (AFL-CIO/CLC): A 21-month renewal agreement effective from Aug. 4, 1975 to Apr. 30, 1977, covering 400 employees, settled at the bargaining stage, and ratified in Aug. 1975. (Previous agreement expired Apr. 30, 1975.)

Wages:	Effective	Aug. 4/75	Nov. 1/75
Increases	\$1.05 for Cornwall; 9½¢ for Pembroke; 8½¢ for Smiths Falls		-
J Journeyman C Carpenter - P Pembroke	\$7.16 (\$6.25)		\$7.03*
J Journeyman C Carpenter - C Cornwall	\$7.19 (\$6.14)		-
J Journeyman C Carpenter - S Smiths Falls	\$8.69 (\$7.84)		\$8.55*

Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
Increases	69¢ for Pembroke; 96¢ for Cornwall; \$1.14 for Smiths Falls	54¢ for Pembroke; 68¢ for Smiths Falls; 73¢ for Cornwall
J Journeyman Carpenter - Pembroke	\$7.85	\$8.39
J Journeyman Carpenter - Cornwall	\$8.15	\$8.88
J Journeyman Carpenter - Smiths Falls	\$9.69	\$10.37

* Note: 13¢ for Pembroke and 14¢ for Smiths Falls diverted to a new pension plan.

Vacation Pay: Effective Aug. 4, 1975, vacation pay of 10%.

Pension Plan: Effective Nov. 1, 1975, employer contributes 13¢ per hour for Pembroke and 14¢ per hour for Smiths Falls.

ERRATUM

The following are amendments to settlements reported in the July 1975 issue-

Two settlements for The Steel Company of Canada reported on pages 241 and 246 and two settlements for International Nickel Company of Canada reported on pages 235 and 245 should have been reported as settled with mediation assistance.

CAL
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Labour Canada Travail
Canada

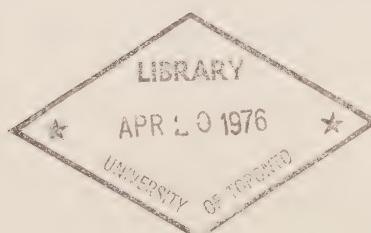


CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
// TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
//
IN ONTARIO REACHED DURING SEPTEMBER 1975

Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour



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This report consists of summaries of 18 collectively bargained settlements in Ontario's industries in September 1975. It also includes an addendum of 11 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

October 26, 1975

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FOOD AND BEVERAGE

Coca-Cola Ltd. at Toronto, Hamilton, London, Windsor, Kitchener, Niagara Falls, Peterborough and Sudbury - Canadian Brewery Workers Union (CLC): Eight 22-month renewal agreements effective from Sept. 29, 1975 to July 27, 1977, covering a total of 700 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>July 7/75</u>	<u>Apr. 26/76</u>	<u>Apr. 25/77</u>
	Increases	66¢ - \$1.01	60¢ - 77¢	15¢

Job Rates

General Help	\$5.61 (\$4.70)	\$6.21	\$6.36
Journeyman	\$6.56	\$7.26	\$7.41
Automotive	(\$5.55)		
Maintenance Man			

Note: The previous rates include an interim adjustment of 13¢ per hour effective July 28, 1974.

Starting Rates: During probationary period, 50¢(30¢) less than the Job Rate; during subsequent 3 month period, 25¢(15¢) less than the Job Rate.

Engineering Department: Engineering Department Machine Maintenance Men will receive a rate ranging from \$6.50 to \$10.50(\$5.50-\$8.00) per hour during the life of the agreement, provided the new rates do not represent increases less than certain specified minimums.

Cost of Living Allowance (new): If the Consumer Price Index of Apr. 1976 exceeds that of Apr. 1975 by more than 9%, the excess to a maximum of 3% will be payable effective July 26, 1976 and incorporated into the wage scale.

Shift Premium: 0-30¢-30¢(0-25¢-25¢).

Weekend Premium: Saturday 50¢(45¢) per hour; Sunday 75¢(55¢) per hour.

Reporting Pay (new): Minimum of 4 hours pay.

Paid Rest Periods: 15 minutes during each one-half shift (unchanged), 15(10) minutes prior to commencement of overtime and 15(10) minutes after 4 hours' overtime.

Meal Allowance: \$2.75(\$2.00) after 2 hours' overtime.

Paid Holidays: 10½ (unchanged). Should the government declare a new holiday that is generally observed in Ontario, that day will be included for a total of 11½.

If a paid holiday falls during an employee's scheduled vacation he may elect to have an alternate day off or be compensated in cash (previously received an additional day's pay).

Paid Vacation: 2 weeks after 1 year of service and 3 weeks after 5 years (unchanged), 4 weeks after 12(15) years and 5 weeks after 22(25) years.

Health and Welfare: Life Insurance - \$15,000 (\$6,000-\$25,000, depending on Job Class). Employees who presently have a greater amount of coverage will not have that coverage reduced.

Sick Leave - 6 days per year at 66 2/3% of the employee's regular rate of pay as of the first day of the contract year. Any unused credit will be paid to the employee within 30 days of the end of the year. (Previous coverage was for 6 leave days with pay prorated to the former weekly indemnity table, and payable only if the absence due to illness lasted beyond 3 days, at which time the sick leave would apply only to the first 3 days.)

Weekly Indemnity - Benefits range from \$125 to \$195 (\$123-\$180) per week, according to salary, payable on a 1-4-78 (1-4-52) basis.

Dental Plan (new) - Effective Jan. 1, 1976, covering preventative services on an 80/20% co-insurance basis and restorative and orthodontic services up to a \$500 maximum on a 50/50% basis. The employer will pay 50% of the premium.

Bereavement Leave: Grandparents are added for 1 day's paid leave. Step-relatives and common-law spouses are now included in provision.

Technological Change: Employees with seniority standing who are affected by a plant closure will have preferential hiring rights for 18 months in comparable seniority groups at any other plant at which the Union holds bargaining rights (new).

RUBBER

Whitby Tire Ltd. (formerly Dunlop Canada Ltd.) at Whitby - Local 494, United Rubber, Cork, Linoleum and Plastic Workers of America (AFL-CIO/CLC): A 36-month renewal agreement effective from June 1, 1975 to May 31, 1978, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Aug. 11/75	June 1/76	June 1/77
Increases (non-skilled)		55¢ plus add-on *	30¢	30¢
Increases (skilled)		\$1.47	55¢	30¢

Effective	<u>Aug. 11/75</u>	<u>June 1/76</u>	<u>June 1/77</u>
Sweeper	\$4.88 (\$4.02)	\$5.18	\$5.48
Electrician	\$6.58 (\$5.11)	\$7.13	\$7.43

* Due to realignment in the wage payment structure, additional amounts ranging from 2¢ to 56¢ were added to individual classifications.

Retroactivity: In lieu of wage retroactivity to June 1, 1975, the employer will contribute 7¢ per hour towards the cost of a dental plan.

Cost of Living Allowance(new): Effective Dec. 1, 1976, 1¢ for each 0.45 point increase in the Consumer Price Index (1961 equals 100) adjusted quarterly and based on the average CPI for the months March, April and May 1976 increased by 3½%.

Effective Dec. 1, 1977, the increase will be based on the average CPI for March, April and May 1977, plus 3½%.

Shift Premium: 0-15¢-20¢(0-10¢-15¢).

Shift Change: All hours worked on the day of a Company requested shift change will be paid at the rate of time and one-half. (Previously, time and one-half was paid for the first 8 hours of the new shift with straight time being paid for any hours worked thereafter that ran into the originally scheduled shift).

Call-in Pay: An employee called in to work on Saturdays, Sundays or holidays will receive a minimum of 4(2) hours' pay at the applicable overtime rate plus one hour's pay at straight time rate to cover travelling time. (Previously, travel allowance only applied to call-in lasting 4 hours or less).

Meal Allowance: \$1.50(\$1.00) after 2 hours' overtime.

Carbon Black Allowance: \$1.50 per shift for employees working in certain designated classifications for 4 hours or more during a shift, and 75¢ for less than 4 hours (previously up to 50¢ per shift).

Carbon Black Breakdown Allowance: 50¢(30¢) per hour for maintenance men doing repair work in loose black.

Bonus for Maintaining Continuous Operation of Equipment(new): \$1.50 per shift.

Minimum Vacation Allowance: \$125(\$85) per eligible week of vacation for employees who qualify and who, due to reasons beyond their control, but not including lay-offs due to lack of work, plant shutdown, etc., would obtain less than this amount from the vacation pay formula.

Health and Welfare: Life Insurance and A. D. & D. - \$9,500 coverage for all employees (\$7,000 coverage for female employees and \$8,500 coverage for male employees).

Life Insurance for Pensioners - \$4,500(\$3,250 coverage for female pensioners and \$4,000 coverage for male pensioners).

Life Insurance for Employees Totally Disabled Prior to Age 65 and Not On Pension - \$4,500(\$3,250 coverage for females and \$4,000 coverage for males).

Weekly Indemnity - Effective Sept. 7, 1975, benefits increase to 66 2/3% of the employee's average hourly earnings if an incentive worker, or his Day Work Rate if a day worker, times 40 hours for a minimum of \$100 per week and a maximum of \$125 per week, with the latter amount being subject to revision at the discretion of the employer in response to a change in UIC criteria (\$90 per week).

Dental Plan (new) - Effective Oct. 1, 1975, Ontario Blue Cross Preventative Basic Dental Care Plan 7 plus Rider 1 will be instituted for eligible employees and their dependents. The employer will contribute 7¢ per hour for each hour paid to employees in the bargaining unit. Should this accumulative amount be insufficient to cover the cost of the plan the deficiency may be charged to the employees.

Pension Plan: Basic Benefit - \$9.25(\$7.25) per month per year of service.

Supplement Type A - \$8.00(\$7.50) per month per year of service.

Early Retirement - Basic pension benefits are unreduced for employees retiring between the ages of 55 and 62 with 30(37) or more years of service.

Transition Survivor Income Benefit - Maximum of \$175(\$150) per month for 24 months to maximum \$4,200(\$3,600).

Bridge Survivor Income Benefit - \$175(\$150) per month.

Future Benefits - Employees who retire between June 1, 1975 and May 31, 1978, will have their pension benefits adjusted to the level determined by the 1978 negotiations.

Present Pensioners - Employees on retirement as of May 31, 1975, excepting those on a deferred vested pension, will have their pension increased by \$1.00 per month per year of service.

Supplemental Unemployment Benefit Plan: Maximum total funding is set at \$750(\$350) per month. The employer's contribution varies according to the level of the Trust Fund and will range from 2¢ to 10¢(6¢) per hour.

Pay for Union Time Study Engineer: A designated Union time study engineer will be paid by the employer for time spent performing Union time study or job evaluation duties for up to 32 hours per week at the employee's average hourly earnings. (Previously no time limit specified for payment of lost time by local Union time study representatives.)

Safety Shoe Allowance(new): \$10 per pair once a year.

Tool Allowance: \$35(\$25) per year for each employee in a designated skilled trades classification. Mould and bladder mechanics will receive a tool allowance of \$25 per year (previously, employer purchased and provided tools).

TEXTILE

Caldwell Linen Mills Limited at Iroquois - Local 478, United Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 340 employees, settled at the bargaining stage. (Previous agreement expired June 30, 1975.)

Wages: Retroactive pay for all employees on payroll as of Oct. 3, 1975, pro-rated during the period from July 1, 1975 to Oct. 3, 1975.

Effective	<u>Oct. 3/75</u>	<u>July 1/76</u>
Increases	38¢ for incentive and hourly-rated employees; 50¢ for tradesmen	34¢ for incentive and hourly-rated employees; 45¢ for tradesmen
Labourer	\$3.04 (\$2.665)	\$3.38
Stationary Engineer 2nd Class	\$5.37 (\$4.87)	\$5.82

Cost-of-Living Allowance: Effective July 1, 1976, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100) after the Index rises 6% above the June 1976 base, to be adjusted quarterly, up to a maximum of 20¢ per year.

Saturday Premium: Time and one-half for Watchman and Stationary Engineer for all hours worked on Saturday (previously time and one-half after 8 hours per shift and on Sunday.)

Paid Holidays: One floating day is added in 1976 for a total of 11 (10).

Vacation Pay: 5% after 5 (10) years, 5.5% (new) after 8 years, 6.5% (6%) after 10 years, 7.5% (7%) after 15 years, 8.5% (8%) after 20 years and 9.5% (8.5%) after 25 years.

Bereavement Leave: Brother-in-law and sister-in-law included in up to 3 days' paid leave.

Welfare: Welfare details not available at date of publication. Details to be agreed upon within 4 months from date of signing.

Wabasso Ltd., Empire Division, at Welland - Local 155, United Textile Workers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Aug. 4, 1975 to Aug. 3, 1977, covering 550 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Aug. 4/75	Aug. 4/76
	General Increases	45¢	35¢
	Classification Adjustments	14¢ - 36¢	15¢
	General Labourer	\$3.23 (\$2.78)	\$3.58
	Portable Machine Operator	\$3.77 (\$3.32)	\$4.12
	Loom Fixer	\$4.89 (\$4.24)	\$5.39

Cost of Living Allowance(new): Effective Aug. 3, 1976, 1¢ per hour for each 0.5 of a point increase in the All Items - Consumer Price Index (1961 equals 100) after the index has increased 6% over the index for Jan. 1976, payable on the last Friday of Nov. 1976, and Feb., May and Aug. 1977, using the average of the preceding three months as the basis of calculation. Maximum payment over the term of the agreement to be 20¢ per hour. The allowance will not be included in calculations of incentive payments, overtime premiums, call-in pay or shift premiums, or in the calculation of earnings for fringe benefits, or wages, except for statutory holidays and absence for bereavement leave.

Shift Premium: 0-8¢-15¢(0-5¢-12¢).

Paid Holidays: Effective in 1977, January 2nd added for a total of 11.

Paid Vacation: Years of Seniority Vacation Pay

1-5	4%
6-9	5%
10-14	6%
15-19	7%
20-24	8%
25 or more	9%

(Previously :

Less than 1	2%
1	2.4%
2	4%
10	6%
20	7%
25 or more	8%)

Health and Welfare: Weekly Indemnity (new) - Benefits of \$60 per week payable from the first day of accident, and eighth day of sickness for a maximum of 15 weeks.

Effective Aug. 3, 1976, maximum \$75 per week.

Bereavement Leave: Definition of "immediate family" extended to include grandparents for up to 3 days' paid leave.

Meal Allowance: \$1.50(\$1) cash lunch allowance when working 4 hours overtime.
\$2 cash allowance when working more than 4 hours of overtime.

Armstrong Cork Limited at Lindsay - Local 1381, Textile Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from August 1, 1975 to July 31, 1977, covering 243 employees, settled at the mediation stage. (Previous agreement expired July 31, 1975).

Wages:	Effective	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>
General Increases		55¢	50¢
Additional Adjustments	up to 17¢ Classification Adjustments	2¢-14¢ Classification Adjustments	
Group C (includes Creeler)	\$3.83-\$3.86 (\$3.28-\$3.31)		\$4.42-\$4.45*
Group L (includes Electrician)	\$5.16-\$5.19 (\$4.61-\$4.64)		\$5.66-\$5.69*

Maximum rates reached after probationary period of 60 days worked.

* Note: If the May 1976 all-Canada Consumer Price Index rises by 11% above the May 1975 Index, the Union has the right to request the company to open the contract and renegotiate the wage increase for the second year.

Shift Premiums: 0 - 13¢ - 16¢ (0 - 11¢ - 15¢).

Call-in Pay: Minimum of 4 hours pay at straight time or at time and one-half for actual hours worked, whichever is greater (previously minimum of 4 hours pay at straight time).

Paid Vacations: Effective January 1, 1976, 3 weeks after 8(9) years, 4 weeks after 15(18) years and 5 weeks (new) after 25 years.

Bereavement Leave: Step-parents included in 3 days' paid leave and brother-in-law and sister-in-law in 1 day's paid leave.

Jury Duty Leave: Employer makes up the difference between jury duty pay and regular pay (new).

Welfare: Life Insurance - Effective September 15, 1975, \$4,000 (\$3,000).

Life Insurance for Retirees - Effective September 15, 1975, \$1,000 (new).

Weekly Indemnity Plan - Effective August 31, 1975, benefits increase to \$70 (\$60) per week, payable on a 1-8-15 (1-8-13) basis. Effective August 1, 1976, benefits increase to \$75 per week, payable on a 1-8-26 basis.

Extended Health Care Plan - Deductibles reduced to \$10 (\$25) for single coverage and \$20(\$50) for family coverage.

Decor Metal Products at Midland, Port McNicoll and Penetanguishene -

Local 1698, Textile Workers Union of America (AFL-CIO/CLC): A 36-month renewal agreement effective from Sept. 16, 1975 to Sept. 15, 1978, covering 320 employees, settled at the conciliation officer stage. (Previous agreement expired Sept. 15, 1975.)

	Effective	<u>Sept 15/75</u>	<u>Sept 13/76</u>	<u>Sept 12/77</u>
Wages:	General Increases	35¢	20¢	15¢
	Assembler/ Sewer	\$3.65 (\$3.30)	\$3.85	\$4.00
	Production Mechanic I	\$4.80 (\$4.45)	\$5.00	\$5.15
Cost-of-Living Allowance:	Effective Oct. 1975, new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961 = 100), commencing with the average of the Indexes for January, February and March 1976 as compared with the average of the Indexes for July, August and September 1975, to be adjusted semi-annually.			
Paid Holidays:	Three additional days are added during the term of the agreement to provide for Christmas shutdown period. Holidays total 14 in the first year, 13 in the second year and 12 in the third year (previously 12 days).			
Paid Vacations:	Effective in 1976, 4 weeks after 14 (15) years. Effective in 1977, 4 weeks after 13 years. Effective in 1978, 4 weeks after 12 years.			
Welfare:	<u>Weekly Indemnity Plan</u> - Effective Oct. 1, 1975, benefits increase to \$80 (\$75) per week, payable on a 1 - 1 - 8 - 15 (1 - 8 - 15) basis. Effective Oct. 1, 1976, benefits increase to \$85 per week and effective Oct. 1, 1977, benefits increase to \$90 per week.			
	<u>Extended Health Care Plan</u> - Effective January 1, 1976, employer pays 100% of the premiums for a new extended health care plan with deductibles of \$10 for single coverage and \$20 for family coverage.			
Meal Allowance:	\$1.50 (\$1.00).			

CLOTHING

Toronto Dress and Sportswear Manufacturers' Guild at Toronto - Locals 72, 192 and 199, International Ladies' Garment Workers' Union (AFL-CIO/CLC): A 36-month renewal agreement effective from Aug. 1, 1975 to July 31, 1978, covering 1,500 employees in 40 firms, and settled at the conciliation officer stage. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Aug. 1/75</u>	<u>Aug. 1/76</u>	<u>Aug. 1/77</u>
	General Increases (non-compounded)	12%	11%	10%
	General Hand (Minimum wage scale)	\$2.69	\$2.95	\$3.19
	Skilled Cutter (Minimum wage scale)	\$5.10	\$5.50	\$5.90
Minimum Hiring Rate - The minimum hiring rate for unskilled workers is set at 10% above the current minimum wage.				
December Salary Bonus (new):	Employees will receive a service supplement equal to 1% of yearly earnings with the issuance of their regular December vacation pay.			
Health and Welfare:	<u>Health Fund</u> - Employer contribution continues at 1% of employee earnings... Employees no longer make contributions (previously, employees contributed $\frac{1}{4}\%$ of earnings).			
	<u>Dental Plan</u> - A dental plan will be implemented if an actuarial study determines it to be feasible under the health fund.			
Pension Plan:	Effective Aug. 1, 1975, employer contribution increases to 3% ($2\frac{1}{2}\%$) of employee earnings, to $3\frac{1}{2}\%$ Jan. 1, 1976 and to 4% Jan. 1, 1977.			
	<u>Basic Benefit</u> - As a result of the increased employer contributions, an actuarial study will be conducted to determine a new level of increased benefits from the present \$70 per month to an amount as high as \$100 per month.			

PAPER AND ALLIED

Somerville Industries Limited at London - Local 817, Chemical Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 15, 1975 to May 14, 1977, covering 250 employees, settled with mediation assistance during a work stoppage. (Previous agreement expired May 14, 1975.)

<u>Wages</u>	<u>Effective</u>	<u>May 15/75</u>	<u>May 15/76</u>
	General Increases	18%	7%

Additional Adjustments	24¢ for Machinist-Mechanic; 11¢ for Machinist-Diemaker; 11¢ added to top rate for Electrician I	
General Labour I	\$4.53 - \$4.73 (\$3.84 - \$4.01)	\$4.85 - \$5.06
Electrician I	\$6.53 - \$6.81 (\$5.53 - \$5.68)	\$6.99 - \$7.29

Probationary period is 45 days worked. Maximum rates for General Labour I reached after 60 working days and for Electrician I after 30 working days.

Cost-of-Living Allowance: Effective Jan., 1976, new cost-of-living provision of 1¢ per hour per 0.35 change in the Consumer Price Index (1961 = 100), commencing with the comparison of the March 1976 and Dec. 1975 Indexes, to be adjusted quarterly.

Shift Premium: 45¢ (previously 15% of hourly rate up to a maximum of 36¢) for shifts commencing between 12:00 noon and 5:59 a.m.

Paid Holidays: One floating day is added for a total of 12 (11).

Paid Vacations: 3 weeks after 5 (7) years, 4 weeks after 15 (17) years and 5 weeks after 20 (23) years.

Welfare: Life Insurance - \$10,000 (\$7,000).

Weekly Indemnity Plan - Benefits increase to 70% (66 2/3%) of weekly earnings up to a maximum of \$130 (\$107) payable, as previously, on a 1-4-26 basis.

Long Term Disability Plan - Employer pays 100% of the premiums for a new plan which provides benefits of 50% of monthly earnings.

MACHINERY

Dominion Road Machinery Co. Ltd. at Goderich - Local 1863, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC):
A 24-month renewal agreement effective from Aug. 15, 1975 to Aug. 14, 1977, covering 725 employees, settled at the conciliation officer stage. Duration of negotiations - 4 months.

Wages:

Effective	<u>Aug. 15/75</u>	<u>Feb. 15/76</u>	<u>Aug. 15/76</u>	<u>Feb. 15/76</u>
COLA Fold-in	21¢			
General Increases	20¢	.5¢	20¢	.5¢
Guaranteed COLA	8¢	10¢	8¢	10¢
Level 1 (all classifications, minimum starting rate)	\$3.96	\$4.11	\$4.39	\$4.54
Level 7 (includes Sweeper, maximum rate)	\$5.76	\$5.91	\$6.19	\$6.34
Level 14 (includes Maintenance Electrician, maximum rate)	\$7.16	\$7.31	\$7.59	\$7.74
Level 16 (includes Toolmaker, maximum rate)	\$7.36	\$7.51	\$7.79	\$7.94

Note: Major revisions have been made to the wage structure with the formation of 16 classification levels in place of 7 under the previous agreement. Average cost for adjustments are as follows:

Aug. 15, 1975 - 22¢
Feb. 15, 1976 - 22¢
Aug. 15, 1976 - 18¢

New Schedule of increments :

Between Levels 1 and 7 - 30¢ per level
Between Levels 7 and 14 - 20¢ per level
Between Levels 14 and 16 - 10¢ per level.

Cost of Living Allowance:

Prepaid adjustments are scheduled according to the above table under Wages. Further adjustments of 1¢ for each 0.36 change in the Consumer Price Index (1971 equals 100) will be made in Aug. 1976 and in Aug. 1977, to the extent that the rise in the CPI during each of the preceding 12 month periods (considered separately) is sufficient to generate an increase above and beyond the prepaid adjustments of 18¢ scheduled for each of the two years. There will be a fold-in at the termination of the agreement.

Paid Holidays:

Heritage Day added for a total of 15.

Paid Vacation:

2 weeks after 1 year of service and 3 weeks after 5 years (unchanged), 4 weeks after 12(15) years and 5 weeks (new) after 20 years.

Vacation Bonus (new):

\$25 per week of vacation.

Health and
Welfare:

Life Insurance - \$10,000(\$8,000) single and \$12,000(\$10,000) married coverage. The plan is 100%(75%) employer paid.

A. D. & D. - \$10,000(\$6,000) single and \$12,000(\$6,000) married coverage. The plan is 100%(75%) employer paid.

OHIP - Employer pays 66 2/3%(75%) of premium.

Weekly Indemnity - The plan pays 66 2/3% of regular earnings subject to a minimum of \$75 per week and a maximum of \$125 per week or UIC level on a 1-4-52 basis. The plan is 100% (75%) employer paid.

Extended Health Care - New features have been added to the plan including an allowance of \$40 per year for each dependent of employees for eye glasses. The \$25 deductible has been removed and there is no co-insurance. The plan is 100%(75%) employer paid.

Dental Plan (new) - The Delta Plan A preventative plan will be instituted Oct. 1, 1975 and will be 100% employer paid.

TRANSPORTATION EQUIPMENT

Hawker Siddeley Canada Ltd. (Canadian Car Division) at Thunder Bay - Local 1075, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (CLC): A 24-month renewal agreement effective from Apr. 1, 1975 to Mar. 31, 1977, covering 750 employees, settled during a work stoppage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Apr. 1/75</u>	<u>Apr. 1/76</u>	<u>Oct. 1/76</u>
	General Increases	70¢	40¢	35¢
	COLA Fold-in	72¢		
	Skilled Trades Adjustment	21¢		
	Labourer	\$5.60 (\$4.18)	\$6.00	\$6.35
	Electrical Assembler	\$5.17-\$5.86 (\$4.29-\$4.44)	\$5.57-\$6.26	\$5.92-\$6.61
	Oiler "A"	\$6.08-\$6.18 (\$4.66-\$4.76)	\$6.48-\$6.58	\$6.83-\$6.93

Effective	Apr. 1/75	Apr. 1/76	Oct. 1/76
Electrician Maintenance B	\$6.23-\$6.53 (\$4.60-\$4.90)	\$6.63-\$6.93	\$6.98-\$7.28
Tool and Die Maker	\$6.74 (\$5.11)	\$7.14	\$7.49

Cost of Living Allowance: Effective Apr. 1, 1975 COLA fold-in - 72¢ per hour. New formula of 1¢ for each 0.35 (0.45) increase in the Consumer Price Index (1961 equals 100), resulting in a 9¢ payment effective May 12, 1975 and an additional 10¢ effective Aug. 11, 1975. To be adjusted quarterly thereafter.

Premiums: Leadhand - 15¢(10¢) per hour
Chargehand - 25¢(15¢) per hour.

Paid Vacation: Effective June 1, 1975, 2 weeks after 1(2) year's service, 3 weeks after 5(7) years, 4 weeks after 15(17) years, 5 weeks after 25 years (unchanged), 6 weeks (new) after 30 years service and age 62. 1 additional week's vacation during employee's 35th year of service (new).

Vacation Pay: Calculation - Rate of pay plus COLA as of May 31 multiplied by 40 hours per week. Employees with less than 1,360 hours in previous year - calculated at 2% of annual salary for each week of entitlement. (Formerly calculated at 2% of annual earnings for all employees).

Health and Welfare: Life Insurance and A. D. and D. - \$9,000(\$7,000).
Effective Apr. 1, 1976, \$10,000.

Retirees Life Insurance (new) - \$1,000.

Weekly Indemnity - \$160(\$115) per week.

Health Plans - Participation after 40 working days (60 calendar days).

Dental Plan (new) - Employer pays 100%.

Extended Health Care Plan (new) - Employer pays 100%.

Pension Plan: All changes effective Jan. 1, 1976.

Basic Benefit - \$8.50(\$6.50).

Survivor Option (new) - Employees may enrol if married 1 year.

- The basic pension will be reduced 5%, more if the spouse is more than 5 years' younger.
- Benefit payable to spouse - 55% of the reduced benefits. If spouse dies or the couple divorces - the cost of the survivor option will be restored to the pension of the retiree.

Early Retirement (new) -

- At age 62 with no actuarial reduction plus \$2 per month per year of service till age 65.
- At age 62 with 35 years' service (97 points), no actuarial reduction plus \$8.50 per month per year of service.

Layoff and Sick Leave - Bank created for eligible employees on sick leave or layoff to draw upon for pension entitlement (new).

Disability Retirees - Supplement of \$8.50 per month per year of service offset by any Government disability payment.

Present Retirees - retired before Jan. 1, 1976 -
Supplement of \$1.00 per month per year of service.
Effective Jan. 1, 1977, \$2.00.

ELECTRICAL PRODUCTS

GSW Appliances Ltd. at Weston - Local 3129, United Steelworkers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from June 24, 1975 to June 23, 1977, covering 500 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

	Effective	June 24/75	June 24/76
Wages:	General Increases	75¢	40¢
	Job Class 5 (includes Labourer)	\$4.59 (\$3.84)	\$4.99
	Job Class 18 (includes Electrician)	\$6.28 (\$5.53)	\$6.68
Cost of Living Allowance(new):	Effectively July 1, 1976, 1¢ per hour for each 0.45 change in the Consumer Price Index (1971 equals 100) above the Feb. 1976 Index, to be adjusted quarterly.		
Shift Premium:	0-25¢-25¢(0-15¢-18¢).		
Overtime:	On a regular work day, time and one-half for the first 2(4) hours, double time thereafter.		
Paid Vacation:	2 weeks after 1 year of service and 3 weeks after 5 years (unchanged), 4 weeks after 12(15) years and 5 weeks after 20(25) years.		

Health and
Welfare:

Life Insurance and A. D. & D. - \$8,000(\$5,000) coverage.

Weekly Indemnity - 66 2/3% of earnings to UIC benefit level (\$100 per week maximum).

Dental Plan (new) - Effective Jan. 1, 1976, Blue Cross No. 7 Dental Plan will be implemented with the employer paying 100% of the premium.

Pension Plan:

Basic Benefit - Effective June 24, 1975, \$6(\$4.25) per month per year of service.

Present Pensioners - Basic benefits increased by 10% June 24, 1975, and by a further 10% June 24, 1976.

COMMUNICATION

Government of Canada (Treasury Board) - Association of Postal Officials of Canada (Ind.) (postal supervisors): A 7-month renewal agreement effective from Sept. 4, 1975 to Mar. 28, 1976, covering 3,580 employees, settled at the bargaining stage.

The previous agreement which was due to expire Dec. 31, 1975, was reopened for negotiations with respect to rates of pay and duration. The agreement has been extended 3 months to Mar. 28, 1976 and wage adjustments made retroactive to Mar. 31, 1975.

Wages:	Effective	<u>Mar. 31/75</u>
	General Increase	12%
	Postal Operations Level 6	\$5.74-\$6.04 (\$5.12-\$5.39)
	Postal Operations Level 8	\$6.51-\$6.86 (\$5.81-\$6.12)
	Postal Operations Level 10	\$7.59-\$8.00 (\$6.78-\$7.14)

Note: The previous rates include an interim adjustment of \$500 per year effective Apr. 1, 1974 plus a 5.5% negotiated increase applied Dec. 30, 1974.

EDUCATION AND RELATED SERVICES

Hamilton City Board of Education - Local 1344, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from April 15, 1975 to April 15, 1977, covering 300 employees, settled at the conciliation officer stage. (Previous agreement expired April 15, 1975.)

Wages:	Effective	<u>Apr.15/75</u>	<u>Apr.15/76</u>
	Increases	76¢ - 92¢	70¢ - 80¢
	Additional Adjustments	Establishment of Maintenance Assistant 2 category at the same pay grade as Fireman	
	Assistant Caretaker	\$4.89-\$5.23 (\$4.13-\$4.47)*	\$5.59-\$5.93
	Mechanic	\$6.16 (\$5.26)*	\$6.94

*Rates include an interim increase of 10¢ per hour effective September 1, 1974.

Probationary period is 3 months. Maximum rates for Assistant Caretaker reached after 2 semi-annual and 1 annual increase.

Shift Premiums: 0-20¢-20¢ (0-15¢-15¢).

Sunday Premium: 25¢ (20¢) per hour.

Paid Vacations: Effective in 1976, 3 weeks after 4(5) years, 4 weeks after 13(14) years and 5 weeks after 22 (23) years.

Temporary Transfer: Effective between April 15, 1975 and Sept. 19, 1975, 8¢ per hour for all hours worked at a higher classification rate.

Welfare: Life Insurance, OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays 100% (80%) of the premiums for these plans.

Meal Allowance: \$2.50 (\$2.00).

The Waterloo County Board of Education - Custodial and Maintenance Association (Ind.): A 12-month renewal agreement effective from September 1, 1975 to August 31, 1976, covering 320 employees, settled at the bargaining stage. (Previous agreement expired August 31, 1975.)

Wages:	Effective	<u>Sept. 1/75</u>
	Increases	\$1,615 - \$3,450 per year
	Custodian II	\$6,730 - \$8,120 (\$4,945 - \$6,505)
	Custodian I	\$8,975 - \$10,835 (\$6,595 - \$ 8,675)
	Tradesman (Journeyman)	\$11,095 - \$12,845 (\$ 7,645 - \$ 9,825)

Minimum rates apply upon completion of probationary period of 4 (6) months. Custodian 2 receives increment of \$390 and Custodian 1 increment of \$520 upon completion of probationary period.

Cost-of-Living Allowance: Effective Sept. 1975, new cost-of-living provision of 2/10ths of 1¢ per hour per 0.1 change in the Consumer Price Index (1961 = 100). Lump sum payments, based on the comparisons of the Feb. 1976 and Aug. 1975 Indexes and the Aug. 1976 and Feb. 1976 Indexes, will be paid in March 1976 and September 1976 respectively.

Paid Vacations: 5 weeks (new) after 20 years.

Bereavement Leave: Up to 5 (3) days' paid leave granted to attend funeral upon death of father, mother, sister and brother. Up to 3 (1) days' paid leave granted to attend funeral upon death of brother-in-law, sister-in-law, grandfather and grandmother.

Sick Leave: Maximum accumulation for sick leave credits is 260 (240) days.

Welfare: Life Insurance, A.D. & D., OHIP and Extended Health Care Plan - Employer pays 90% (80%) of the premiums for these plans.

Ontario Council of Regents for Colleges of Applied Arts and Technology, province-wide - Civil Service Association of Ontario, Inc. (CLC) (academic staff, librarians and counsellors): A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 5,450 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/75</u>
Increases		Range from approximately 11% for the highest paid categories to 36% for the lowest paid categories
<u>On maximum rate</u>		
Instructor		13.19%
Librarian 1		12.34%
Librarian 2		11.68%
Master and Counsellor		12.48%
<u>Annual Rates</u>		
Instructor	\$10,100-\$16,850 (\$8,796-\$14,886)	Maximum after 9(12) years
Librarian 1	\$12,200-\$16,700 (\$10,952-\$14,866)	Maximum after 6(8) years
Librarian 2	\$14,500-\$19,000 (\$13,099-\$17,013)	Maximum after 6(8) years
Master	\$12,000-\$24,000 (\$9,091-\$21,337)	Maximum after 16 years (previously after 13 to 18 years, depending on classification)
Counsellor	\$12,000-\$24,000 (\$8,796-\$21,337)	Maximum after 16(12) years
Teaching Hours:	Maximum teaching hours per week will be determined on a rolling average for a period not exceeding 3 months.	
	<u>Academic</u> <u>Post-secondary</u>	<u>Others</u>
Maximum hours per week	19	21
Maximum hours per year	700	900
Maximum hours per year for nursing	-	775
Maximum contact days per year	180	190
Bonus for each day over 180 or 190 at 1/180th or 1/190th of annual salary per day.		
A college workload committee of 3 faculty and 3 administrators will review the college's application of the above formula and a provincial committee of 3 faculty and 3 administrators will rule on assignments which cannot be resolved at the local level.		

Grievance procedure will be open to faculty whose workload claim is not resolved by the provincial committee.

Part-time Teachers: Persons who teach over 6 and up to 12 hours per week will be paid from \$8 to \$22 per hour.

Hours of Work: Librarians and counsellors - 35 hours per week.

Paid Vacation: Librarians and counsellors - 22 days plus 1 day per year of service to a maximum of 30 working days (previously 1 month).

Teaching Faculty - 2 months after 1 year. A member assigned to teach an additional month in a continuous program will receive a bonus of 10% of annual salary.

Health and Welfare: Life Insurance - Basic coverage of \$5,000. Employer continues to pay full premium.

Supplemental Life Insurance - Effective Oct. 1975, coverage of \$20,000 for single employees and \$40,000 for employees with dependents. The employer continues to pay 50% of the premium cost. (Previously coverage was equal to twice annual salary.) Present employees may elect to continue the previous coverage.

OHIP - Employer pays 90%(66 2/3%) of premium.

Extended Health Plan - Employer pays 90% of the premium (previously employee paid the full premium).

Long Term Income Protection - Benefit level is increased to 60% of basic monthly earnings with employee paying 100% (33 1/3%) of premium.

Bereavement Leave: Father-in-law, mother-in-law, grandparent and grandchild are added for one or more days' paid leave, the duration to be at the discretion of the College.

Adoption Leave: 6 weeks' unpaid leave.

Mileage Allowance: Increased by 1¢ per mile to 19¢ for first 5,000 miles, 14¢ for 5,001 to 15,000 miles and 12¢ above 15,000 miles. Rates in Northern Ontario are increased by an additional 1¢ per mile.

The University of Windsor - Local 1001, Canadian Union of Public Employees (CLC): A 12-month renewal agreement effective from July 1, 1975 to June 30, 1976, covering 224 employees, settled at the mediation stage. (Previous agreement expired June 30, 1975.)

Wages:	Effective	<u>July 1/75</u>	<u>Oct. 5/75</u>
	General Increases	13%	
	Additional Adjustments		20¢ for Maid
	Cost-of-Living Fold-In	32¢ cost-of-living was folded into wage rates, leaving a float of 5¢	
	Maid	\$4.26 (\$3.45)	\$4.46
	Janitor	\$5.68 (\$4.71)	
	Plumber	\$8.95 (\$7.60)	

Cost-of-Living Allowance: 1¢ per hour per 0.5 change in the Consumer Price Index (1961=100), to be adjusted quarterly (same formula).

Shift Premiums: 0¢ - 22¢ - 27¢ (0¢ - 20¢ - 25¢).

Paid Vacations: 4 weeks after 12 (13) years.

Paternity Leave: 1 day's paid leave granted to male employees upon birth or adoption of a child.

Welfare: Life Insurance - Benefits of an amount equal to annual salary to the nearest \$500 (same) or \$15,000 (\$10,000), whichever is greater.

Tool Allowance: Employer pays 100% (50%) of the cost of replacement of broken tools.

SERVICES TO BUSINESS MANAGEMENT

TAS Communications Services at Toronto - Local C - 16, Communications Workers of Canada (CLC): A 24-month renewal agreement effective from June 25, 1975 to June 26, 1977, covering 290 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 24, 1975.)

Wages:	Effective	<u>June 25/75</u>	<u>June 21/76</u>
Increases		10¢-59¢ for present employees	15¢
Answering Service Operator		\$2.40-\$3.70 (\$2.40-\$3.11)	\$2.55-\$3.85
Probationary period is 90 calendar days. Maximum rates are reached after increments at 3, 6, 12, 24, 36, 48 and 60 months.			
For employees on the payroll as of Aug. 28, 1975 the lowest rate is \$2.50. Employees hired at the start rate (\$2.40 per hour) will at the end of the probationary period receive 10¢ for every hour worked during that period.			
Cost-of-Living Allowance :	Effective October 1975, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100) commencing with the comparison of the December 1975 and September 1975 Indexes, to be adjusted quarterly.		
Premiums for Supervisors:	\$8.75 (\$5.00 for day supervisors, \$7.50 for evening supervisors) per week.		
Relief Premium:	\$3.00 per day plus public transportation expense for employees assigned as temporary relief in another office (new).		
Paid Holidays:	Effective in 1976, employee's birthday or Heritage Day if proclaimed a statutory holiday, is added for a total of 9 (8).		
Jury Duty Leave:	Employer makes up the difference between jury duty pay and regular pay for full-time employees (new).		

CONSTRUCTION

Ontario Hydro - Office and Professional Employees International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from April 1, 1975 to March 31, 1977, covering 300 employees, settled at the bargaining stage. (Previous agreement expired March 31, 1975).

Wages:	Effective	<u>Apr. 3/75</u>	<u>Oct. 2/75</u>
	Increases	\$5.87-\$12.34 per week	\$4.57-\$12.04 per week
	Grade 41 (Hiring and Advancement Grade)		\$113.00-\$127.06
	Grade 51 (includes File Clerk)	\$152.15-\$161.86 (\$146.28-\$155.62)	\$156.72-\$166.72
	Grade 59 (Senior Data Processing Clerk)	\$255.40-\$271.70 (\$246.67-\$262.42)	\$263.06-\$279.85
	Effective	<u>Apr. 1/76</u>	
	Increases	8.5%*	
	Grade 51 (includes File Clerk)	\$170.04-\$180.89	
	Grade 59 (Senior Data Processing Clerk)	\$285.42-\$303.64	

Effective Oct. 2, 1975, the hiring and advancement grades 41-45 will apply to employees hired from outside Ontario Hydro to clerical positions in ranges 51-55 respectively. Maximum rates for Grade 41 are reached after 3 months, after which employees will be placed in step 1 of Grade 51. Maximum rates for Grades 51 and upwards are reached after 2 annual increases.

Cost-of-Living Allowance: * The increase of 8½% on April 1, 1976 represents a cost-of-living prepayment. If, during the second year of the contract, the Consumer Price Index increases by 10% above the Index published in April 1976, employees will receive a further 1½% increase.

After the initial increase of 10%, the current formula of 3% for each 3% rise in the Index will apply.

Paid Vacations: 4 weeks after 14 (15) years and 5 weeks after 20 years (previously 23 days after 20 years and 5 weeks after 25 years). Effective in 1976, 4 weeks after 12 years.

Welfare: Dental Plan - Effective as soon as possible, employer will pay 100% of the premiums for a new basic dental plan.

Long Term Disability Plan - Effective as soon as possible, employer will pay 100% of the premiums for a new long term disability plan which will provide benefits of 60% of normal earnings, payable after expiry of all sick leave or six months from the date of disability, whichever is longer.

Pension Plan: Effective Jan. 1, 1976, employees with 25 years of service may retire at age 60 with full pension (previously, at age 60 for female employees, and at age 63 for male employees).

The present rules providing widows' pensions for male employees have been extended to surviving spouses of female employees.

Special Allowance: A special allowance will be paid to employees with headquarters at the following projects:

\$25.00 (\$20.00) per week	- Bruce Project
\$21.50 (\$17.00) per week	- Lennox Project
\$21.50 (\$17.00) per week	- Nanticoke Project
\$20.00 (\$16.00) per week	- Lambton Project
\$14.00 (\$11.00) per week	- Pickering Project
\$14.00 (\$ 9.00) per week	- Lakeview Project
\$11.50 (\$ 9.00) per week	- Any Project not listed above.

Field Allowance: \$5.00 per week (same) for employees at Lines and Stations Zone Office headquarters and \$11.50 (\$9.00) per week for employees at Lines and Stations field locations.

Meal Allowance: \$3.00 (\$2.00).

ADDENDUM

This addendum consists of 7 settlements ratified in July 1975 and 4 ratified in August 1975.

CLOTHING

The Arrow Company, subsidiary of Cluett Peabody of Canada Ltd., at Kitchener and Hamilton - Amalgamated Clothing Workers of America, Locals 303 (Kitchener) and 521 (Hamilton) (AFL-CIO/CLC): A 21-month renewal agreement effective from July 7, 1975 to Mar. 31, 1977, covering 935 employees, settled at the bargaining stage and ratified in July 1975. The previous agreement, which was to expire December 31, 1975, was terminated July 6, 1975.

	<u>Effective</u>	<u>July 7/75</u>	<u>Dec. 29/75</u>	<u>July 7/76</u>
Wages:				
	Swatcher (after 3 months)	\$2.45	\$2.61	\$2.72
	Mechanic (after 2 years)	\$5.07 (\$4.50)	\$5.44	\$5.82
Paid Vacation:		2 weeks after 2 years, 3 after 10 years, 4 after 20 years and 5 after 35 years (unchanged). Effective Jan. 1, 1976, 2 weeks after 1 year and 3 weeks after 7 years. Effective Jan. 1, 1977, 5 weeks after 30 years.		
Health and Welfare:		<u>Life Insurance</u> - Effective July 7, 1976, coverage for single employees is increased to \$2,000(\$1,000) and for employees with dependents to \$4,000(\$3,000).		

John Forsyth Company Ltd. at Kitchener and Waterloo - Local 303, Amalgamated Clothing Workers of America (AFL-CIO/CLC): A 21-month renewal agreement effective from July 7, 1975 to Mar. 31, 1977, covering 500 employees, settled at the bargaining stage and ratified in July, 1975. The previous agreement, which was to expire December, 31, 1975, was terminated July 6, 1975.

	<u>Effective</u>	<u>July 7/75</u>	<u>Dec. 29/75</u>	<u>July 7/76</u>
Wages:				
	Night Janitor (after 3 months)	\$2.80	\$3.00	\$3.25
	Sewing Machine Mechanic (after 2 years)	\$5.04 (\$4.50)	\$5.44	\$5.82

Paid Vacation: 2 weeks after 1 year, 3 weeks after 10 years, 4 weeks after 20 years and 5 weeks after 35 years (unchanged). Effective Dec. 29, 1975, 3 weeks after 7 years and effective Jan. 1, 1977, 5 weeks after 30 years.

Health and Welfare: Life Insurance - Effective July 7, 1976, coverage for single employees is increased to \$2,000(\$1,000) and for employees with dependents to \$4,000(\$2,000). Employer continues to pay full premium.

Weekly Indemnity - 66 2/3% of earnings as determined Jan. 1, 1975 up to a maximum of \$123 per week and payable for maximum of 15 weeks. Benefits are not to exceed the amount permitted under the UIC Act. (Previously benefits of 60% of earnings to maximum \$96 per week). Employer continues to pay full premium.

TRANSPORTATION EQUIPMENT

Weatherhead Company of Canada Limited at St Thomas - Local 1804, Machinists (AFL-CIO/CLC):

A 36-month renewal agreement effective from May 16, 1975 to May 15, 1978, covering 215 employees, settled at the post-conciliation bargaining stage and ratified in July. (Previous agreement expired May 15, 1975.)

Wages:	Effective	<u>May 16/75</u>	<u>May 16/76</u>	<u>May 16/77</u>
Increases		50¢ for day workers, 34¢-37¢ for incentive workers	25¢ for day workers, 18¢ for incentive workers	25¢ for day workers, 18¢ for incentive workers
Additional Adjustments		25¢ for Grades 1, 3 and 5		
Grade 27 (includes Bench Inspector)		\$3.65-\$3.77 (\$3.15-\$3.27)	\$3.90-\$4.02	\$4.15-\$4.27
Grade 1 (includes Electrician)		\$4.98-\$5.19 (\$4.23-\$4.44)	\$5.23-\$5.44	\$5.48-\$5.69

Probationary period is 60 work days. Maximum rates are reached after 6 months for Grade 27 and after 1 year for Grade 1.

Cost-of-Living Allowance:

Effective in the second year of the agreement, new cost-of-living provision of 10¢ per hour after an increase of 5% above the April 1976 Index, plus 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100) after the Index exceeds a 10% rise above the April 1976 Index by 5 points, to be adjusted monthly.

Effective in the third year of the agreement, an additional 10¢ per hour after an increase of 5% above the April 1977 Index, plus 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100) after the Index exceeds a 10% rise above the April 1977 Index by 5 points, to be adjusted monthly.

Shift Premiums: 0 - 13¢ - 15¢ (0 - 12¢ - 14¢). Effective May 16, 1976, 0 - 14¢ - 16¢.

Call-In Pay: Minimum of 4 (3) hours pay at straight time.

Paid Holidays: One floating day to be taken once during the agreement.

Welfare: Life Insurance and A.D and D. - \$7,000 (\$6,000). Effective May 16, 1977, \$8,000.

Weekly Indemnity Plan - Effective May 16, 1975, benefits of \$70 - \$90 depending on classification, payable on a 1 - 1 - 8 - 26 basis. Effective May 16, 1976, benefits increase to \$75-\$95. Effective May 16, 1977, benefits increase to \$80-\$100.

Pension Plan: \$4.50 (\$4.00) per month per year of service up to a maximum of 30 years. Effective May 16, 1977, \$5.00 per month per year of service up to a maximum of 35 years. Effective June 1975, present pensioner receives an increase of 50¢ per month per year of service.

Disability Pension - \$6.75 (\$6.00) per month per year of service up to a maximum of 30 years for employees with 10 (15) years of service who retire at age 45 (50) due to disability. Effective May 16, 1977, \$7.50.

HEALTH AND WELFARE SERVICES

Bestview Holdings Limited and Bestview Services Limited at Sarnia, St. Catharines, Markham, Newmarket and Orilla - Christian Labour Association (Ind.): A 24-month renewal agreement effective from June 26, 1975 to June 30, 1977,* covering 320 employees, settled at the conciliation officer stage and ratified in July. (Previous agreement expired June 25, 1975.)

Wages:	Effective	June 26/75	Dec. 1/75	Apr. 1/76
	Increases	34¢-61¢	26¢-50¢	Wage reopener
	Housekeeping	\$3.34-\$3.68 (\$3.00-\$3.20)	\$3.60-\$3.95	
	Registered Nursing Assistant	\$3.94-\$4.36 (\$3.55-\$3.75)	\$4.20-\$4.65	

Maximum rates reached after 2 years (1 year) for housekeeping and after 3 years (1 year) for Registered Nursing Assistants.

Hours of Work: Hours of work reduced to 37½ (40) hours per week.

Overtime Pay: Time and one-half after 7½ (8) hours per day.

Paid Holidays: One floating day is added for a total of 10(9).

Paid
Vacations: 3 weeks after 3 (5) years.

Bereavement Leave: 3 (1) days' paid leave granted to attend funeral upon death of mother-in-law or father-in-law.

Sick Leave: Credits accumulate at 1½ days per month (10 days per year).

Welfare: Life Insurance - \$3,000 (\$2,000).
OHIP - Employer pays 100% (75%) of the premium for OHIP.

Mileage Allowance: 15¢ (10¢) per mile for employees required to use their own cars.
*Wages and fringe benefits to be renegotiated effective April 1, 1976.

CONSTRUCTION

Construction Labour Relations Association of Ontario, Niagara area - Local 736, Ironworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 200 employees, settled at the conciliation officer stage and ratified in July 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>June 13/75</u>	<u>Nov. 1/75</u>
	General Increases	93¢	46¢
	Rodman	\$8.62 (\$7.69)	\$9.08
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	70¢	69¢
	Rodman	\$9.78	\$10.47

Mechanical Contractors Association of Toronto - Local 46, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 4,800 employees, settled during a work stoppage with mediation assistance and ratified in July 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>
	General Increase	\$1.41	\$ 1.37
	J Journeyman Plumber	\$9.85 (\$8.44)	\$11.22
Vacation Pay:	Vacation pay of 10% (9%).		
Pension Plan:	Effective May 1, 1976, employer contributes 88¢ (75¢) per hour.		

Niagara Peninsula Contractors Association - Local 303, Electrical Workers (I.B.E.W.) (AFL-CIO/CLC): A 2½-month renewal agreement effective from July 12, 1975 to April 30, 1977, covering 350 employees, settled during a work stoppage and ratified in July 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 12/75</u>	<u>May 1/76</u>
	General Increases	\$1.25	\$1.59
	J Journeyman Electrician	\$9.83 (\$8.58)	\$11.42
Vacation Pay:	Effective July 12, 1975, vacation pay of 10% (9%).		
Welfare:	Effective July 12, 1975, employer contributes 45¢ (35¢) per hour.		

Kingston Construction Association - Local 247, Labourers, (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 600 employees, settled after a strike with mediation assistance and ratified in August 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	June 9/75	May 1/76	Nov. 1/76
	General Increases	\$1.55	60¢	60¢
	Labourer	\$7.50 (\$5.95)	\$8.10	\$8.70
Vacation Pay:	Effective June 9, 1975, vacation pay of 9% (8%).			
Welfare:	Effective June 9, 1975, employer ceases to contribute to the welfare plan (previously 30¢ per hour).			

Canadian Automatic Sprinkler Association - Local 787, Plumbers (AFL-CIO/CLC):
A 24-month renewal agreement effective from July 21, 1975 to June 30, 1977, covering 1,000 employees, settled at the bargaining stage and ratified in August 1975. (Previous agreement expired June 30, 1975.)

Wages:	Effective	July 21/75	Jan. 1/76
	Increases	72¢-81.5¢	73¢-78¢
	J Journeyman Plumber - Ontario Central	\$9.465 (\$8.65)	\$10.245
	J Journeyman Plumber - Ontario East	\$8.82 (\$8.10)	\$ 9.55
	J Journeyman Plumber - Ontario West	\$8.31 (\$7.55)	\$ 9.08
Wages:	Effective	July 1/76	Jan. 1/77
	Increases	54¢-60¢	55¢-64¢
	J Journeyman Plumber - Ontario Central	\$10.785	\$11.335
	J Journeyman Plumber - Ontario East	\$10.14	\$10.74
	J Journeyman Plumber - Ontario West	\$ 9.68	\$10.32

Welfare: Effective July 21, 1975, employer contributes 40¢ (25¢) per hour.

Pension Plan: Effective July 21, 1975, employer contributes 50¢ (30¢) per hour.

Crane Rental Association of Ontario - Local 793, Operating Engineers (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to Apr. 30, 1977, covering 200 employees, settled with mediation assistance during a work stoppage and ratified in Aug. 1975. (Previous agreement expired Apr. 30, 1975.)

<u>Wages</u>	<u>Effective</u>	<u>Aug. 29/75</u>	<u>May 1/76</u>
General Increases		\$1.53	\$1.25
Operating Engineer (Class I)		\$10.83 (\$9.30)	\$12.08

Ontario Erectors Association - Local 793, Operating Engineers, Hoisting Division (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 400 employees, settled with mediation assistance and ratified in August 1975. (Previous agreement expired April 30, 1975.)

<u>Wages</u>	<u>Effective</u>	<u>Aug. 17/75</u>	<u>May 1/76</u>
Increases		\$1.43-\$1.63	\$1.23
Operating Engineer (includes Crawler Crane Operators)		\$10.25(\$8.82) in Windsor \$10.87(\$9.24) in rest of province	\$11.48 in Windsor \$12.10 in rest of province

Welfare: Effective May 1, 1975, employer contributes 68¢(46¢) per hour for employees hired from Windsor office.

AMENDMENTS TO SETTLEMENTS REPORTED IN PREVIOUS ISSUES

August 1975 Issue. Pages 298 and 300.

Oshawa and District Construction Exchange - Local 597, Labourers (AFL-CIO/CLC)

The details of this settlement are reported at the top of page 300 of the August 1975 Issue.

May 1975 Issue. Page 169.

CONSTRUCTION

Ottawa Construction Association - Local 124, Plasterers and Cement Masons (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>May 26/75</u>	<u>Nov. 3/75</u>
	General Increases	49¢	45¢
	J Journeyman	\$7.74 (\$7.25)	\$8.19
	Effective	<u>May 3/76</u>	<u>Nov. 1/76</u>
	General Increases	50¢	50¢
	J Journeyman	\$8.69	\$9.19
Vacation Pay:	Effective May 26, 1975, vacation pay of 9% (8%). Effective Nov. 3, 1975, vacation pay of 10%.		
Welfare:	Effective May 26, 1975, employer contributes 45¢ (39¢) per hour. Effective Nov. 3, 1975, employer contributes 55¢ per hour.		

July 1975 Issue. Page 242.

Steel Company of Canada, Ltd. (Hilton Works) at Hamilton - Local 1005, United Steelworkers of America (AFL-CIO/CLC):

Under Health and Welfare, page 242, the changes in life insurance coverage are as follows:

For Employees under age 65 the amount of Life Insurance is changed to \$13,000. (was \$10,000 for Employees with dependents and \$7,000 for single Employees). The Total and Permanent Disability Life Insurance Benefit is available up to age 65 (was age 60) and the amount of the Benefit is \$3,000. (unchanged), payable in lump sum or installments, and \$10,000 (was \$4,000) continued as Life Insurance.

For Employees age 65 or over and for retirees after August 1, 1975, the amount of Life Insurance is \$3,000 (was \$2,000).

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July to September 1975

Settlements Reported by Issue and Page

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Canadian Canners Limited (Plant No. 17), Simcoe Coca-Cola Ltd., Toronto, Hamilton, London, Windsor, Kitchener, Niagara Falls, Peterborough, and Sudbury	Food Workers (AFL-CIO/CLC)	August	277
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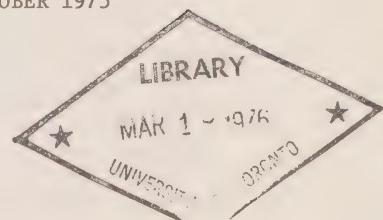
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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
// TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
//
IN ONTARIO REACHED DURING OCTOBER 1975



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

CONTENTS

This report consists of summaries of 23 collectively bargained settlements in Ontario's industries in October 1975. It also includes an addendum of 11 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

November 26, 1975

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MINING

The Griffith Mine, Pickands Mather & Co., at Bruce Lake - Local 7020, Steelworkers (AFL-CIO/CLC): A 35-month renewal agreement effective from October 7, 1975 to September 1, 1978, covering 426 employees, settled during a work stoppage. (Previous agreement expired September 1, 1975).

Wages:	Effective	<u>Sept. 1/75</u>	<u>Mar. 1/76</u>
General Increases		70¢	40¢
Job Class Increment		10½¢ (9½¢)	10½¢
Cost-of-Living Fold-in		61¢ cost-of-living allowance was folded into wage rates, leaving no float	
Job Class 2 (General Labour)		\$5.21 (\$3.89)	\$5.61
Job Class 18 (includes Electrician)		\$6.89 (\$5.41)	\$7.29
Effective		<u>Sept. 1/76</u>	<u>Dec. 1/76</u>
General Increases		-	25¢
Job Class Increments		11¢	11¢
Cost-of-Living Fold-in		Guaranteed 20¢ cost-of-living allowance is folded into wage rates	
Job Class 2 (General Labour)		\$5.815	\$6.065
Job Class 18 (includes Electrician)		\$7.575	\$7.825

	<u>Effective</u>	<u>Sept. 1/77</u>	<u>Dec. 1/77</u>	<u>June 1/78</u>
General Increases		-	30¢	-
Job Class Increments		11½¢	11½¢	12¢
Cost-of-Living Fold-in		Guaranteed 20¢ cost-of-living allowance is folded into wage rates		
Job Class 2 (General Labour)		\$6.27	\$6.57	\$6.575
Job Class 18 (includes Electrician)		\$8.11	\$8.41	\$8.495
Cost-of-Living Allowance:		1¢ per hour per 0.4 change in the Consumer Price Index (1961=100) above the July 1975 base, to be adjusted quarterly (same formula). Effective September 1, 1977, 1¢ per hour per 0.35 change. Effective September 1, 1976 and September 1, 1977, a guaranteed cost-of-living allowance of 20¢ will be folded into the wage rates.		
Shift Premiums:		Effective October 1975, 0-12¢-18¢ (0-10¢-15¢). Effective September 1, 1976, 0-15¢-20¢.		
Sunday Premium:		Effective October 1975, 55¢ (40¢) per hour. Effective September 1, 1976, 65¢ per hour. Effective September 1, 1977, 75¢ per hour.		
Paid Holidays:		Remembrance Day is added for a total of 10(9).		
Paid Vacations:		Effective January 1, 1976, 4 weeks (new) after 10 years.		
Vacation Bonus:		Effective January 1, 1975, vacation bonus of \$15 per week of vacation.		
Welfare:		<u>Life Insurance and A.D.&D.</u> - Effective September 1, 1976, \$9,000 (\$7,000).		
		Weekly Indemnity Plan - Effective October 1975, \$130 per week, or amount equal to U.I.C. maximum, payable on a 1-1-4-52 (1-8-52) basis. Effective September 1, 1977, benefits increase to \$147.50 per week or amount equal to U.I.C. maximum.		
Pension Plan:		Effective September 1, 1977, \$8.00 (\$6.00) per month per year of service after December 31, 1975.		

\$200 (\$150) per month in the event of retirement due to permanent and total disability.

Dental Plan - Effective January 1, 1976, employer pays 100% of the premiums for a new dental plan equivalent to Blue Cross No. 7, with Riders 1 and 2.

Total Allowance: Effective October 1975, \$35 per year for tradesmen (new).

Clothing Allowance: Effective October 1975, \$35(\$25) per year. Effective in 1976, \$45 per year.

FOOD AND BEVERAGE

The Quaker Oats Company of Canada Ltd. at Peterborough - Local P293, Food Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 1, 1975 to October 30, 1977, covering 250 employees, settled at the conciliation officer stage. (Previous agreement expired October 31, 1975.)

Wages: Lump sum payment of \$300 for employees on payroll as of April 1, 1975 and date of ratification, pro-rated for new employees during the period from April 1, 1975 to October 31, 1975.

Effective	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>
General Increases	85¢	65¢
Package Utility	\$5.01 (\$4.16)	\$5.66
General Labour	\$5.14 (\$4.29)	\$5.79
Grade 7 (Craftsman)	\$6.29 (\$5.44)	\$6.94

Probationary period is 3(6) months.

Shift Premiums: 0-18¢-18¢ (0-14¢-16¢).

Paid Holidays: One floating day is added for a total of 12(11).

Paid Vacations: 4 weeks after 15(18) years.

RUBBER

Viceroy Manufacturing Company Limited at Toronto - Local 126, Rubber Workers (AFL-CIO/CLC): A 16-month renewal agreement effective from April 23, 1975 to August 23, 1976, covering 215 employees, settled at the conciliation officer stage. (Previous agreement expired April 23, 1975.)

Wages:	Effective	<u>Apr. 23/75</u>	<u>Jan. 1/76</u>
	Increases	53¢-58¢ for hourly rated employees; Production pay- roll is adjusted to full incentive	5¢
	Job Grade 2 (includes Mold Cleaner- Maintenance)	\$4.26 (\$3.73)	\$4.31
	Job Grade 8 (includes First Class Electrician)	\$5.58 (\$5.05)	\$5.63

Shift Premiums: 0-16¢-16¢ (0-14¢-14¢).

Overtime Pay: Double time after 12 hours on any one shift (new).

Paid Vacations: 3 weeks after 6(7) years and 5 weeks after 23(25) years.

Pension Plan: Effective January 1, 1976, \$6.25 (\$5.75) per month per year of service.

KNITTING MILLS

Harvey Woods Ltd. (Hosiery and Underwear Divisions and Kroy Unshrinkable Wools Ltd.) at Toronto and Woodstock - Locals 717, 986 and 1300, Textile Workers Union of America (AFL-CIO/CLC): Three 24-month renewal agreements effective from Sept. 1, 1975 to Aug. 31, 1977, covering a total of 500 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/75</u>	<u>Sept. 1/76</u>
	General Increases	40¢ (applies only to hours worked and not incorporated into pay scale)	40¢ "add-on" is folded into rates and the result increased by 8.6% plus a minimum of 27¢ per hour.
	Warehouseman (non-incentive)	\$3.06 plus 40¢	\$4.03
	Carpenter	\$3.72 plus 40¢	\$4.74

Interim increases of 7% (minimum 18¢) and 9% (minimum 24¢) were paid in 1974. The negotiated increase of 11¢ effective Sept. 1, 1974 was cancelled. The previous rates shown above include these interim increases.

Effective Sept. 1, 1976, all incentive occupations will be grouped into five categories with a wage differential of 10¢ per hour between categories. The base rate for the lowest category will be \$3.07 per hour.

Paid Holidays: One additional for a total of 11.

Health and Welfare: Life Insurance - \$1,500(\$1,000) paid up policy for active employees over 65 years of age.

Weekly Indemnity - The Plan will pay for sickness claims from the first day if hospitalized for over 5 days (new). Otherwise the Plan remains unchanged, paying from the first day of accident and the eighth day of non-hospitalized sickness.

Safety Committee: Joint committee to be established.

Safety Shoes: Employer will provide safety shoes at no cost to those employees who are required to wear them as determined by the safety committee (previously supplied only to dyehouse employees).

PRIMARY METALS

Chromasco Limited at Haley - Local 4632, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 19, 1975 to October 18, 1977, covering 210 employees, settled at the bargaining stage. (Previous agreement expired October 18, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>Oct. 12/75</u>	<u>April 18/76</u>
General Increases		50¢	15¢
Additional Adjustments		7¢-17¢ for some classifications	
Labourer		\$4.14 (\$3.64)	\$4.29
Leader Mechanical		\$5.19 (\$4.59)	\$5.34

	<u>Effective</u>	<u>Oct. 17/76</u>	<u>April 17/77</u>
General Increases		30¢	10¢
Labourer		\$4.59	\$4.69
Leader Mechanical		\$5.64	\$5.74
Cost-of-Living Allowance:	Effective January 1976, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1971 = 100), commencing with the comparison of the March 1976 and December 1975 Indexes, to be adjusted quarterly. This allowance will be folded into the base wage rate in December 1976.		
Shift Premiums:	0 - 19¢ - 24¢ (0 - 14¢ - 19¢).		
Weekend Premium:	20¢ (15¢) per hour. Effective October 17, 1976, 25¢ per hour.		
Paid Holidays:	1 floating day is added for a total of 11 (10).		
Paid Vacations:	4 weeks after 12 (15) years, 5 weeks after 22 (25) years.		
Bereavement Leave:	Son-in-law and daughter-in-law (new) included in 1 day's paid leave.		
Welfare:	<u>Life Insurance and A.D. & D.</u> - \$8,000 (\$7,000).		
	<u>Weekly Indemnity Plan</u> - Effective October 12, 1975, benefits increase to \$80 (\$60) per week payable on a 1-8-52 basis. Effective Oct. 17, 1976, benefits increase to \$90 per week.		
Meal Allowance:	Employer pays cost for an adequate meal for employees who work overtime after regular shift, without prior notice. (Previously \$1.75).		
Safety Shoe Allowance:	Employer pays for up to 2 pairs per employee per year. (\$10 per pair up to a maximum of 2 pairs per employee per year).		

Steel Company of Canada, Ltd. (Page-Hersey Works and Welland Tube Works) at Welland - Local 523, United Electrical, Radio and Machine Workers of America (CLC): Two 36-month renewal agreements effective from Nov. 1, 1975 to Nov. 1, 1978, covering a total of 1,500 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 2 months.

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 1/75</u>	<u>Nov. 1/76</u>	<u>Nov. 1/77</u>
	COLA Fold-in	29¢		
	General Increases	90¢	20¢	20¢
	Increases in Job Cl. Increments	1¢ - 3¢	0 - 1¢	0 - 1¢
	Job Cl. Increments (showing range)	7¢ - 30¢ (6¢ - 27¢)	7¢ - 31¢	7¢ - 28¢
	<u>Page-Hersey Works</u>			
	Labour Grade 1 (includes Labourer)	\$5.38 (\$4.19)	\$5.58	\$5.78
	Labour Grade 14 (includes Electronic Repairman)	\$7.38 (\$5.99)	\$7.68	\$7.98
	<u>Welland Tube Works</u>			
	Labour Grade 2 (includes Labourer)	\$5.45 (\$4.25)	\$5.65	\$5.85
	Grade 15 (includes Electronic Repairman)	\$7.64 (\$6.13)	\$7.95	\$8.26

Note: There are 14 Labour Grades at Page-Hersey and 15 Labour Grades at Welland Tube. The hourly rate for Labour Grades 1 through 14 at both operations are identical. However, Welland Tube Works pays one Labour Grade higher than Page-Hersey Works for similar classifications.

Cost of Living Allowance: 1¢ per hour for each 0.3 increase in the Consumer Price Index (1971 equals 100), calculated quarterly beginning with the period July 1976 to Oct. 1976. No cap and no minimum. All money being paid as a COLA at the Welland Tube Works will be folded into the base rate Nov. 1, 1977. There is no scheduled fold-in at the Page-Hersey Works. (Previous formula: 1¢ per 0.6 increase in the CPI to maximum of 8¢ over the term of the agreement plus a 6¢ float carried forward. An additional 15¢ COLA was granted in Apr. 1974 as an interim supplementary increase.)

Shift Premium: 0-20¢-25¢(0-15¢-20¢).

Paid Holidays: Welland Tube Works - 2 additional for a total of 11. The dates of the new holidays have not yet been determined. Page-Hersey Works - 9 (unchanged).

Paid Vacation: Welland Tube Works - 2 weeks after 1 year of service and 3 weeks after 5 years (unchanged), 4 weeks after 10(15) years, 5 weeks after 21(25) years, and 6 weeks after 30 years (unchanged).

Page-Hersey Works - 2 weeks after 1 year of service and 3 weeks after 5 years of service (unchanged), 4 weeks after 12(15) years, 5 weeks after 25 years and 6 weeks after 30 years (unchanged).

Meal Allowance: \$2(\$1.75).

Health and Welfare: Life Insurance - \$13,000(\$10,000) for all employees under age 65. \$3,000(\$2,000) for employees age 65 or over and on pension. Eligibility for \$6,000 coverage under the Total and Permanent Disability Plan has been extended to age 65(60).

Weekly Indemnity - \$170(\$123) per week with payment made from first (eighth) day of hospitalization, first day of accident or eighth day of non-hospitalized illness. Chiropractor or osteopath now included in certification for weekly indemnity for up to 4 weeks.

Long Term Disability - \$400(\$318.50) per month.

Major Medical - Optical benefit \$25(\$10) every 2 years. Hearing aid benefit (new) - Up to \$300 once every 3 years for each employee and dependents of employee.

Dental Plan - Deductible eliminated (\$25). Co-insurance eliminated (employee paid 20%). Periodontal and endodontal benefits added.

Pension Plan: Basic Benefit - \$10(\$7) per month per year of service to a maximum of 40 years.

Supplementary Benefit - \$9(\$6.50) per month per year of service to a maximum of 30 years.

Early Retirement - Unreduced pension on retirement at age 58(60) with 30 years of service.

Current Pensions - Increased by \$40 per month.

Survivor Pension - Benefits for widows increased by a proportionate amount. Common-law wife included as spouse for survivor benefits if no legal spouse and cohabitation has been continuous for at least 7 years.

METAL FABRICATING

Kawneer Company Canada Limited at Toronto - Local 757, Structural Iron Workers (AFL-CIO/CLC): A 22-month renewal agreement effective from October 7, 1975 to August 15, 1977, covering 200 employees, settled during a work stoppage with mediation assistance. (Previous agreement expired August 15, 1975).

Wages:	Effective	<u>Oct. 7/75</u>	<u>Feb. 16/76</u>
Increases	80¢ for skilled classifications; 75¢ for all other classifications		10¢
Job Grade II (includes Helper)	\$4.14-\$4.46 * (\$3.39-\$3.71)		\$4.24-\$4.56
Job Grade VII (includes Maintenance Mechanic 'A')	\$5.57-\$5.89 * (\$4.77-\$5.09)		\$5.67-\$5.99

*Note: Rates include an interim adjustment of 10¢ per hour effective during the term of the previous contract.

Effective	<u>May 16/76</u>	<u>Aug. 16/76</u>
Increases	10¢	10¢
Job Grade II (includes Helper)	\$4.34-\$4.66	\$4.44-\$4.76
Job Grade VII (includes Maintenance Mechanic 'A')	\$5.77-\$6.09	\$5.87-\$6.19

Effective	<u>Nov. 16/76</u>	<u>Feb. 16/77</u>	<u>May 16/77</u>
Increases	10¢	10¢	10¢
Job Grade II (includes Helper)	\$4.54-\$4.86	\$4.64-\$4.96	\$4.74-\$5.06
Job Grade VII (includes Maintenance Mechanic 'A')	\$5.97-\$6.29	\$6.07-\$6.39	\$6.17-\$6.49

Probationary period is 30 days. Maximum rates reached after 18 months.

Shift 0 - 20¢ - 25¢ (0 - 15¢ - 20¢).

Premiums:

Call-Back Minimum of 4(2) hours pay.
Pay:

Welfare: Life Insurance - Employees of age 65 and over who are still working will continue to receive full coverage (new).

Weekly Indemnity Plan - Benefits increase to \$100 (\$75) per week, payable, as previously, on a 1-4-26 basis.

Major Medical Plan - Maximum coverage increases to \$10,000 (\$2,000).

OHIP - Employer pays 100% of the premiums for OHIP (previously paid \$11.00 per month for single coverage and \$22.00 per month for family coverage, with any increases in premiums to be paid by employee).

METAL FABRICATING

Emco Limited at London - Local 2699, Steelworkers (AFL-CIO/CLC):

A 21-month renewal agreement effective from October 28, 1975 to August 15, 1977, covering 300 employees, settled during a work stoppage with final offer selection. (Previous agreement expired March 31, 1975.)

Wages: Lump sum payment of \$100 for employees who returned to work upon recall and who completed one full scheduled pay period.

Effective	<u>Oct. 28/75</u>	<u>Oct. 28/76</u>
Increases	20% of present day work base rates for unskilled classifications and 25% for skilled classifications	5% of present day work base rates, plus increase in existing day work rates to bring about parity with incentive rates.
Additional Adjustments	Four classification adjustments	
General Labour	\$4.52 (\$3.77)	\$4.80
Electrician Grade 3	\$6.13 (\$4.90)	\$6.50

Cost-of-Living Allowance : Effective October 1976, new cost-of-living provision of 1¢ per hour per 0.5 change in the Consumer Price Index (1961 = 100), to be adjusted quarterly.

Paid Holidays: Effective October 28, 1976, third Monday in February, or Heritage Day if proclaimed a Statutory Holiday, is added for a total of 12 (11).

Paid Vacations: Effective October 28, 1976, 3 weeks after 6 (8) years and 4 weeks after 15 (20) years.

Welfare: Weekly Indemnity Plan - Benefits increase to \$100 (\$80) per week, payable from the first day of accident and fourth working day (fourth calendar day) of illness for a period of 26 weeks.

MACHINERY

Canadian Blower and Forge Company Limited at Kitchener - Local 3534, Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 16, 1975 to April 15, 1977, covering 250 employees, settled during a work stoppage. (Previous agreement expired April 15, 1975.)

Wages:	Effective	Apr. 16/75	Apr. 16/76
	General Increases	73¢	70¢
	Job Class Increments	11½¢ (10¢)	12¢
	Job Class 3 (includes Material Handler)	\$4.73 (\$3.97)*	\$5.44
	Job Class 16 (includes Electrician)	\$6.225 (\$5.270)*	\$7.00

*Note: Rates include an interim adjustment of 16¢ per hour effective during the term of the previous contract.

Shift Premiums: 25¢ (21¢) per hour.

Paid Vacations: Effective in 1976, 3 weeks after 5 (6) years, 5 weeks after 21 (23) years and 6 weeks (new) after 28 years.

Jury Duty Leave: Employer makes up the difference between fee for Crown Witness duty and, as previously, jury duty and regular pay.

Welfare: Life Insurance and A.D. & D. - \$8,000 (\$6,000).

Weekly Indemnity Plan - Benefits of 66 2/3 per cent of weekly earnings (same) payable on a 1 - 4 - 52 (1 - 4 - 39) basis.

Extended Health Care Plan - Deductible of 35¢ per prescription (previously deductibles of \$10 for single coverage and \$20 for family coverage). Plan includes prescription glasses and hearing aids (new).

Dental Plan - Effective April 16, 1976, employer pays 100 per cent of the premiums for a new basic dental plan.

Pension Plan: Effective April 16, 1975, \$7.00 (\$6.00) per month per year of service up to a maximum of 35 years.

Effective Nov. 1975, present pensions increased by amounts scaled to year of retirement.

Effective April 16, 1976, early retirement at age 62 with no reduction in pension (new).

ELECTRICAL PRODUCTS

Electrohome Ltd. at Kitchener - Local 2345, International Brotherhood of Electrical Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 1, 1975 to Sept. 30, 1977, covering 1,200 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/75</u>	<u>Jan. 31/76</u>	<u>May 29/76</u>
	General Increases	8% (except Gr. 4, 8% plus 3¢)	9¢	9¢
	Grade 3 (includes Labourer)	\$3.30 (\$3.06)	\$3.39	\$3.48
	Grade 15 (Tool & Die Maker)	\$5.91 (\$5.47)	\$6.00	\$6.09
	Effective	<u>Oct. 2/76</u>	<u>Jan. 29/77</u>	<u>May 28/77</u>
	General Increases	4%	14¢	14¢
	Grade 3 (includes Labourer)	\$3.62	\$3.76	\$3.90
	Grade 15 (Tool & Die Maker)	\$6.33	\$6.47	\$6.61

Paid Holidays: Effective in 1977, February 21st will be added for a total of 12.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 5 years, 4 weeks after 14 years, 5 weeks after 25 years with a bonus week for the 25th year (unchanged).
Effective July 1, 1977, 6 weeks (new) after 30 years.

Health and Welfare: Life Insurance - Effective Oct. 1, 1976, \$8,500(\$7,500) coverage.

Extended Health Care - Effective Jan. 1, 1976, the benefit for eye glasses of up to \$40 per 24-month period per insured person will no longer be subject to the \$25 deductible under the plan.

Westinghouse Canada Ltd. at Hamilton - Local 555, United Electrical, Radio and Machine Workers of America (CLC) (office and clerical employees):
A 24-month renewal agreement effective from Sept. 22, 1975 to Sept. 21, 1977, covering 510 employees, settled at the post-conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Sept. 22/75</u>	<u>Sept. 22/76</u>
	COLA Fold-in	8¢ per hour	
	<u>Weekly Increases</u>	14.9% average	9.9% average
	40-hour week	\$22.00-\$32.00	\$16.20
	37½-hour week	\$20.63-\$30.00	\$15.19

Weekly Rates

Level 1 Mail Messenger (40-hour week)	\$140.46-\$149.52 (\$115.26-\$124.32)	\$156.66-\$165.72
Level 16 Production Controller (40-hour week)	\$243.34-\$275.73 (\$209.14-\$241.53)	\$259.54-\$291.93

Cost of Living Allowance: An 8¢ per hour cap under the previous agreement was increased in 1974 to 16¢ per hour. 8¢ was folded into the base rate under the new agreement and the remaining 8¢ continues as a float.

Effective in the second year of the agreement, 1¢ for each full 0.4(0.5) rise in the Consumer Price Index, using 1971 (1961) equals 100 as the base and capped at 20¢ over the term of the contract in addition to the present 8¢ float. Adjustments will be made quarterly beginning with the quarter June-Sept. 1976, with the first payment in Oct. 1976.

Shift Premium: 40-hour week - 0-\$1.60-\$1.60(0-\$1.35-\$1.35) per shift.
37½-hour week - 0-\$1.50-\$1.50(0-\$1.25-\$1.25) per shift.

Sunday Overtime: Double time (time and one-half) for all hours worked.

Paid Holidays: One floating holiday added for a total of 11.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 5(6) years, 4 weeks after 15 years and 5 weeks after 25 years (both unchanged), and 6 weeks (new) after 30 years.

Health and Welfare: O.H.I.P. - Employer pays 72.7% of premiums.

Pension Plan:	<u>1975</u>	<u>1976</u>	<u>1977</u>
<u>Basic Benefit</u> (month/year/service)	\$8.00 (\$6.50)	\$8.50	\$9.00
<u>Bridge Benefit</u> (month/year/service)	\$5.50 Minimum \$150(\$135)	\$6.00 per month.	\$6.50
<u>Early Retirement</u> - At age 63 at employee request with no reduction in earned pension. Employees may retire at age 58 with reduction of .2% per month between ages 63 and 62 and .5% per month between ages 62 and 58.			
<u>Total and Permanent Disability Pension</u> - Minimum increased to \$200(\$100) per month.			

Vested Pension - Available at age 60 with a .6% per month reduction below age 65.

Note: Changes in Paid Holidays, Paid Vacation, employer's contribution to OHIP and the Pension Plan resulted from negotiations between the Company and the hourly rated production workers (Local 504, UE). The changes were put into effect Apr. 23, 1975, the effective date of the production workers' agreement.

Any changes in Paid Holidays and Paid Vacation resulting from negotiations in 1976 between the Company and the Plant unit will be extended to the office employees.

Canada Wire and Cable Company Ltd. at Leaside - Local 521, United Electrical, Radio and Machine Workers of America (CLC): A 24-month renewal agreement effective from Sept. 24, 1975 to Sept. 23, 1977, covering 640 employees, settled with mediation assistance. Duration of negotiations-5 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 22/75</u>	<u>Sept. 22/76</u>
	General Increases	16%	11.6%
	COLA Fold-in	23¢	
	Skilled Trades Adjustment	15¢	
	Labourer	\$5.18-\$5.33 (\$4.25-\$4.40)	\$5.80-\$5.95
	Electrician	\$6.59-\$6.79 (\$5.33-\$5.53)	\$7.38-\$7.58

Note: On Aug. 28, 1974, the previous collective agreement was amended, providing for an increase of 25¢ per hour effective Aug. 26, 1974, the introduction of a Cost of Living Allowance formula and a 1-month extension of the agreement to Sept. 23, 1975. The previous rates shown above include the 25¢ per hour increase.

Cost of Living Allowance: Subject to the approval of the Anti-Inflation Board, cost of living adjustments will be made on the basis of 1¢ for each full 0.45 point increase in the Consumer Price Index (1961 equals 100) with calculations made quarterly throughout the second year of the agreement beginning with the period Nov. 1976-Feb. 1977. Maximum allowance for each quarter will be 8¢ per hour. COLA will be considered an "add-on" and not folded into the basic wage rate (previously a guarantee of 3¢ per hour per quarter - formula and cap unchanged).

Paid Holidays: One floating holiday added for a total of 11 days.

Paid Vacation: 2 weeks after 1 year of service (unchanged), 3 weeks after 4(5) years, 4 weeks after 13(15) years, and 5 weeks after 23(25) years.

Health and Welfare: Life Insurance - \$10,000(\$8,000).

A. D. & D. - \$10,000(\$4,000).

O.H.I.P. - Employer pays 85%(80%) of premiums.

Supplementary Medical - Employer pays 100%(80%) of premiums.

Weekly Indemnity - Effective Nov. 1, 1975, \$110(\$90) maximum per week; effective Nov. 1, 1976, \$120 maximum per week. Employer pays 85%(80%) of premiums.

Pension Plan: Basic Benefit - \$7(\$5.60) per month per year of service to a maximum of 40 years.

Bereavement Leave: Definition of "immediate family" extended to include brother-in-law and sister-in-law for up to 3 days' paid leave.

Meal Allowance: \$3.00(\$2.50).

Safety Shoes: \$12(\$8) per pair.

Phillips Cables Ltd. at Brockville - Local 510, International Union of Electrical, Radio and Machine Workers of America (AFL-CIO/CLC):
A 24-month renewal agreement effective from July 29, 1975 to July 28, 1977, covering 575 employees, settled after a work stoppage with mediation assistance.

Wages:	Effective	<u>July 29/75</u>	<u>July 29/76</u>
	General Increases	80¢	60¢
	Skilled Trades Adjustment	35¢	
	Labourer in Wire Mill	\$4.68-\$4.81 (\$3.88-\$4.01)	\$5.28-\$5.41
	Top Operator	\$5.13 (\$4.33)	\$5.73
	Maintenance Mechanic Gr. 2	\$5.75-\$6.06 (\$4.60-\$4.91)	\$6.35-\$6.66
Settlement Pay:	\$250.		
Cost of Living Allowance(new):	Effective August 1976, COLA of 1¢ for each 0.34 increase in the Consumer Price Index (1971 equals 100) from May to July 1976. The COLA will be adjusted quarterly thereafter.		
Paid Vacation:	2 weeks after 1 year's service, 3 weeks after 5 years, 4 weeks after 15 and 5 weeks after 26 years (unchanged). Effective in 1976, 4 weeks after 13 years and 5 weeks after 25.		
Health and Welfare:	<u>Long Term Disability</u> - Payments received while on L.T.D. will be based on the employee's job rate at the time employee has completed the 6-month short term illness period. For example, negotiated wage increases will now be reflected in payments. (Formerly based on rate at time of starting short term illness).		
Pension Plan:	<u>Basic Benefit</u> - \$7.00 (\$6.50) per month per year of service. Effective July 29, 1976, \$7.50.		
Bereavement Leave:	Grandchild added for 1 day's paid leave.		

NON-METALLIC MINERAL PRODUCTS

Canada Cement Lafarge Ltd. in Nova Scotia, New Brunswick, Québec, Ontario, Manitoba, Saskatchewan and Alberta - United Cement, Lime and Gypsum Workers International Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering a total of 760 employees (245 in Ontario), settled during a work stoppage with mediation assistance. Duration of negotiations - 7 months.

<u>Wages:</u>	<u>Effective</u>	<u>July 1/75</u>	<u>July 1/76</u>
	General Increases	90¢	50¢
	Job Cl. Increment	9¢(6¢)	
	Class 2 (includes Labourer)	\$5.87 (\$4.94)	\$6.37
	Class 17 Machinist 1st Class	\$7.22 (\$5.84)	\$7.72
<u>Cost of Living Allowance(new):</u>	Effective in 1976, 1¢ per regular hour worked for every 0.3 of a point increase in the Consumer Price Index, payable quarterly, using April 1976 as a base.		
<u>Shift Premium:</u>	0-25¢-35¢(0-20¢-30¢).		
<u>Overtime Pay:</u>	Time and one-half for the first 3(4) hours, double time thereafter.		
<u>Paid Holidays:</u>	One additional for a total of 12.		
<u>Paid Vacation:</u>	2 weeks after 1 year of service (unchanged), 3 weeks after 5(7) years, 4 weeks after 10(12) years, 5 weeks after 20 years and 6 weeks after 30 years (unchanged).		
<u>Health and Welfare:</u>	<u>Life Insurance</u> - \$15,000(\$10,000). <u>A. D. & D.</u> - \$15,000(\$10,000).		
	<u>Weekly Indemnity</u> - \$125(\$100) per week for 52 weeks, integrated with U.I.C. benefits. Effective July 1, 1976, \$135 per week.		

CHEMICAL AND CHEMICAL PRODUCTS

TCF of Canada Limited At Cornwall - Local 1332 Textile Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 280 employees, settled during a work stoppage with mediation assistance. (Previous agreement expired June 30, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>June 29/75</u>	<u>June 27/76</u>
	General Increases	\$27.00 per week	25¢ per hour
	Cost-of-Living Fold-in	\$14.00 per week cost-of-living allowance is folded into wage rates, leaving no float	

Sorter Wrapper-	\$4.435	\$4.685
Days	(\$3.410)	
Tradesperson A	\$6.065	\$6.315
(includes Electrician A)	(\$5.040) *	

*Note: Includes an interim adjustment of 19¢ per hour for tradesperson, effective during the term of the previous contract.

Cost-of-Living Allowances: Effective May 1976, new cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1971 = 100), commencing with the comparison of the June 1976 and May 1976 Indexes, to be adjusted monthly, up to a maximum of 35¢. First payment effective June 27, 1976. (Previous provision was discontinued as of June 29, 1975.)

Paid Holidays: One floating day is added for a total of 11 (10).

Welfare: Life Insurance for Retirees - Effective July 1, 1975, \$2,000 (\$1,000). Effective July 1, 1976, \$3,000.

Pension Plan: \$4.50 (\$4.00) per month per year of service, retroactive to July 1, 1974. Effective July 1, 1976, \$5.00 per month per year of service.

EDUCATION AND RELATED SERVICES

Metropolitan Separate School Board at Toronto - Ontario English Catholic Teachers' Association and L'Association des Enseignants Franco - Ontariens (Ind.): A 24-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1977, covering 4,200 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>Sept. 1/75</u>	<u>Sept. 1/76</u>
Average Percentage Increase		32%	8.7%
Average Annual Salary		\$13,800 (\$10,450)	\$15,000
Teacher Level 4 (0-10 years experience)		\$10,700-\$18,400 (\$7,800-\$13,400)	\$11,600-\$19,900
Principal		\$23,100-\$31,000 (\$17,500-\$23,000)	\$25,100-\$32,600

(Depending on type and size of school)

Annual Allowances :

Vice-Principal - \$2,500-\$3,750(\$2,000-\$3,200) with annual increments of \$250(\$200).

Major Department Head - Qualified \$2,300(\$2,200)
Acting \$1,150(\$1,100).

Minor Department Head - Qualified \$1,150(\$1,100)
Acting \$575(\$550).

Resource Teacher - \$1,000(\$750).

Cost of Living Allowance(new):

Using the Consumer Price Index (1961 equals 100) for June 1976 as the base, an allowance will be made for each subsequent month through May, 1977 in which the CPI exceeds the base by more than 6%. The allowance will be equal to the amount by which the CPI exceeds 6% multiplied by 1/10 of the teacher's annual basic salary. Allowances will be accumulated and paid quarterly.

Health and Welfare:

Life Insurance - Coverage equal to three times employee's annual earnings to a maximum of \$25,000 is extended to all employees. (Previously, females without dependent children and Religious employees had coverage of \$5,000 and all others had coverage equal to three times annual earnings.)

Dental Plan (new) - Employer will pay 100% of the premiums for a basic preventative dental plan.

Blue Cross Semi-Private Coverage - Employer pays 100%(85%) of the premiums.

Retirement Gratuity:

Based on unused sick leave credits, ranges from 1% of annual salary with 1(10) year's service to 50% with 25 years' service or more.

EDUCATION AND RELATED SERVICES

Windsor City Board of Education - Local 27, Canadian Union of Public Employees (CLC): A 24-month renewal agreement effective from January 1, 1975 to December 31, 1976, covering 318 employees, settled at the mediation stage. (Previous agreement expired December 31, 1974.)

Wages:	Effective	Jan. 1/75	July 1/75	Jan. 1/76
	General Increases	50¢		50¢
	Additional Adjustments		10¢ for Caretaker Engineers	10¢ for Caretaker Engineers

Cleaner	\$4.54-\$4.94 (\$4.04-\$4.44)*	\$5.04-\$5.44
Caretaker Engineer (Top)	\$6.46 (\$5.96)*	\$6.56 \$7.16

*Note: Effective November 1974, 33¢ cost-of-living was folded into the wage rates, leaving a float of 5¢.

Probationary period is 3 (4) months. Maximum rates reached after 2 months.

Cost-of-Living Allowance: Effective January 1975, cost-of-living provision of 1¢ per hour per 0.4 (0.5) change in the Consumer Price Index (1961 = 100) commencing with a comparison of the March 1975 and December 1974 Indexes, to be adjusted quarterly.

Shift Premiums: 0 - 20¢ - 23¢ (0 - 17¢ - 20¢).

Paid Vacations: 4 weeks after 12 (13) years, and 5 weeks after 20 (22) years. 1 additional week in year of retirement (new).

Bereavement Leave: Sister-in-law and brother-in-law included in 3 days' paid leave. 5 (3) days' paid leave granted upon death of spouse and child.

Welfare: Life Insurance - Effective Oct. 1, 1975, \$15,000 (\$12,500).

Dental Plan - Effective Oct. 1, 1975, employer pays 75% of premiums for a new basic dental plan. Effective Jan. 1, 1976, employer pays 100% of premiums.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (engineering and scientific support group): The current agreement which was due to expire on June 27, 1976 has been extended 6 months to Dec. 26, 1976. Wages only were reopened for negotiation. The agreement covers 7,410 employees and was settled at the bargaining stage.

Wages: Effective Dec. 29/75

General Increase 7%

Annual Rates

EG-ESS-1 \$8,768-\$9,880
(\$8,194-\$9,234)

EG-ESS-6 \$14,349-\$16,219
(\$13,410-\$15,158)

EG-ESS-11 \$24,896-\$28,207
(\$23,267-\$26,362)

National Research Council of Canada - Research Council Employees' Association (Ind.) (technical category): A 24-month renewal agreement effective from July 28, 1975 to July 24, 1977, covering 1,050 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective July 28/75 Sept. 23/75

Increases:

Technical Officer and Designer Groups	Conversion adjustment plus 10%	-
Development Officer and Photographer Groups	10%	-
Draftsman Group	4.5%	9%

Annual Rates

Technical Officer Group

Technical Officer 1	\$6,614 \$7,477 (\$5,274- \$6,350)	-
Technical Officer 11	\$23,410- \$28,301 (\$20,800- \$25,719)	-

Designer Group

DES-1	\$15,028- \$16,566 (\$13,541- \$14,691)	-
DES-4	\$22,019- \$24,157 (\$19,403- \$21,509)	-

Development Officer Group

DA-1	\$5,801- \$9,653 (\$5,274- \$8,775)	-
DSS-1	\$18,753- \$20,378 (\$17,048- \$18,525)	-

Effective July 28/75 Sept. 23/75

Photographer Group

Photographer 1	\$5,510- \$7,660 (\$5,009- \$6,964)	-
Photographer 10 (new level)	\$20,624- \$22,663	-

Draftsman Group

Draftsman 1	\$7,038- \$8,758 (\$6,735- \$8,381)	\$7,671- \$9,546
Draftsman 6	\$14,972- \$16,659 (\$14,327- \$15,942)	\$16,319- \$18,158

Effective Dec. 28/75 July 26/76

Increases:

Technical Officer and Designer Groups	3.5%	10%
Development Officer and Photographer Groups	3.5%	10%
Draftsman Group	-	10%

Annual Rates

Technical Officer Group

Technical Officer 1	\$6,845- \$7,739	\$7,530- \$8,513
Technical Officer 11	\$24,229- \$29,292	\$26,652- \$32,221

Designer Group

DES-1	\$15,554- \$17,146	\$17,109- \$18,861
DES-4	\$22,790- \$25,002	\$25,069- \$27,502

Effective Dec. 28/75 July 26/76

Development Officer Group

DA-1	\$6,004- \$9,991	\$6,604- \$10,990
DSS-1	\$19,409- \$21,091	\$21,350- \$23,200

Photographer Group

Photographer 1	\$5,703- \$7,928	\$6,273- \$8,721
Photographer 10 (new level)	\$21,346- \$23,456	\$23,481- \$25,802

Draftsman Group

Draftsman 1	-	\$8,438- \$10,501
Draftsman 6	-	\$17,951- \$19,974

Note: The rates effective July 28, 1975 for the Technical Officer and Designer Groups include a conversion adjustment resulting from the application of a Technical Evaluation Plan. The conversion adjustments were effective July 28, 1975 and applied prior to the 10% increase effective on that date.

Shift Premium: 0-16¢-23¢(0-14½¢-20½¢).

Standby Pay: \$3(\$2) per 8 hour period on a regular day, \$7(\$6) minimum for any period of standby on a day of rest or statutory holiday.

Travel Expenses on Call-back: Employee is reimbursed to maximum of \$5(\$3) each way if required to use other than public transportation.

Reporting Pay: On a day of rest or paid holiday - Employee is paid the greater of compensation at the applicable overtime or premium rate or 4 hours' pay at straight time rate (previously minimum of 4 hours' pay at straight time rate).

On a regular working day - For overtime not contiguous to scheduled shift employee is paid the greater of compensation at the applicable overtime rate for time actually worked or 2 hours' pay at the straight time rate (new). If required to use other than public transportation employee will be reimbursed to maximum of \$5 each way (new).

Meal Allowance: \$2.50(\$1.75) after 3 hours' overtime and \$2(\$1.75) after 4 hours' additional overtime.

Paid Holidays: 11 (unchanged). If Flag Day, February 15, becomes a holiday for the Public Service generally, it will be added for a total of 12.

Paid Vacation: 3 weeks after 1 year, 4 after 15 years and 5 after 28 years (unchanged). Effective Apr. 1, 1976, 5 weeks after 27 years and effective Apr. 1, 1977, 5 weeks after 26 years.

Health and Welfare: Sick Leave - If an employee becomes ill during a period of paid leave he will be granted sick leave with pay, upon production of a medical certificate, and his compensatory leave credits restored.

Adoption Leave(new): 1 day's paid leave.

Lay-off: In the event that the Council decides that lay-off of one or more employees is necessary, the parties agree to consult jointly prior to the implementation of lay-off procedures (new).

Wash-Up Time (new): Maximum of 10 minutes.

Position Questionnaire: An employee is entitled to receive a copy of the most recent position questionnaire containing the duties and responsibilities of his position including the point value and classification level. Where he believes that it does not represent his current duties and responsibilities he is entitled to submit a new questionnaire for review and to be advised by the Council of the results (new).

PROVINCIAL ADMINISTRATION

Ontario Government - Ontario Public Service Employees' Union (CLC): A 12-month renewal agreement effective from Oct. 1, 1975 to Sept. 30, 1976, covering 52,000 employees, settled at the bargaining stage. Duration of negotiations - 5 months. The agreement covers fringe benefits only.

Paid Vacation: 3 weeks after 1 year of service (unchanged), 4 weeks after 13(15) years and 5 weeks after 23(25) years.

Health and Welfare: Life Insurance - Coverage of 75% (unchanged) of employee's annual salary with maximum increased to \$10,000(\$7,000).

O.H.I.P. - Employer pays 100%(90%) of premiums.

Long Term Income Protection Plan - Employer pays 85%(75%) of premiums with benefit levels remaining at 66 2/3% of employee's gross salary.

LOCAL ADMINISTRATION

North York Borough Corporation - Local 752, International Association of Fire Fighters (AFL-CIO/CLC): A 12-month renewal agreement on wages resulting from a reopen provision in the current agreement. The agreement, covering 545 employees, is effective from Jan. 1, 1975 to Dec. 31, 1975 and was settled through arbitration. Duration of negotiations - 9 months.

Wages:	Effective	Jan. 1/75
	General Increase	16.8%
	Firefighter 4th Class	\$12,274 (\$10,508)
	Firefighter 1st Class	\$16,364 (\$14,010)
	Platoon Chief	\$24,546 (\$21,015)

CONSTRUCTION

Lake Ontario Construction Associations - Lake Ontario District Council, Carpenters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 600 employees. (Previously three agreements that expired April 30, 1975: Quinte Construction Association and General Contractors Association of Peterborough agreement settled in post-conciliation bargaining, Oshawa and District Commercial Construction Exchange, General Contractors Section agreement settled with mediation assistance during a work stoppage.)

Wages:	Effective	Sept. 8/75	Nov. 1/75	May 1/76
	General Increases	98¢	68¢	67¢
	J Journeyman Carpenter (Oshawa and Cobourg)	\$8.76 (\$7.78)	\$9.44	\$10.11
	J Journeyman Carpenter (Peterborough)	\$8.48 (\$7.50)	\$9.16	\$9.83
	J Journeyman Carpenter (Belleville)	\$8.64 (\$7.66)	\$9.32	\$9.99

	<u>Effective</u>	<u>Nov. 1/76</u>	<u>March 1/77</u>
General Increases		39¢	0-28¢
Journeyman Carpenter (Oshawa and Cobourg)		\$10.50	\$10.50
Journeyman Carpenter (Peterborough)		\$10.22	\$10.50
Journeyman Carpenter (Belleville)		\$10.38	\$10.50
Vacation Pay:	Vacation pay of 10% (9 % for employees previously covered by Quinte Construction Association agreement and 10% for others).		

Windsor Heavy Construction Association - Local 880, Teamsters (Ind.), Locals 62 and 749, Labourers (AFL-CIO/CLC) and Local 793, Operating Engineers (AFL-CIO/CLC): A 33½-month renewal agreement effective from July 16, 1975 to April 30, 1978, covering 200 employees, settled during a work stoppage. (Previous agreement expired April 30, 1975.)

Teamsters

<u>Wages:</u>	<u>Effective</u>	<u>July 16/75</u>	<u>Jan. 1/76</u>	<u>May 1/76</u>
Increases		84¢	69¢	60¢
Driver, Tandem and Single Axle (County of Kent)		\$6.17 (\$5.33)	\$6.86	\$7.46
Driver, Single Axle (County of Essex)		\$6.31 (\$5.47)	\$7.00	\$7.60

Effective	<u>Nov. 1/76</u>	<u>May 1/77</u>
Increases	60¢	70¢
Driver, Tandem and Single Axle (County of Kent)	\$8.06	\$8.76
Driver, Single Axle (County of Essex)	\$8.20	\$8.90

Labourers

County of Kent

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>May 1/77</u>
	Increases	55¢	60¢	69¢
	Experienced Labourer	\$5.58 (\$5.03)	\$6.18	\$6.87

Pension Plan: Employer contributes 30¢(20¢) per hour.

County of Essex

Wages:	Effective	<u>July 15/75</u>	<u>Jan. 1/76</u>	<u>May 1/76</u>
	Increases	83¢	60¢	61¢
	Labourer	\$7.10 (\$6.27)	\$7.70	\$8.31

Effective	<u>Nov. 1/76</u>	<u>May 1/77</u>
Increases	60¢	69¢
Labourer	\$8.91	\$9.60

Pension Plan: Effective January 1, 1976, employer contributes 30¢(20¢) per hour.

Operating Engineers

County of Kent

Wages:	Effective	<u>July 16/75</u>	<u>Jan. 1/76</u>	<u>May 1/76</u>
	Increases	71¢	69¢	60¢
	Operating Engineer (Crane)	\$6.63 (\$5.92)	\$7.32	\$7.92

Effective	<u>Nov. 1/76</u>	<u>May 1/77</u>
Increases	59¢	69¢
Operating Engineer (Crane)	\$8.51	\$9.20

Welfare: Employer contributes 43¢(31¢) per hour.

County of Essex

Wages:	Effective	<u>July 16/75</u>	<u>Jan. 1/76</u>	<u>May 1/76</u>
	Increases	72¢	69¢	59¢
	Operating Engineer (Crane)	\$8.69 (\$7.97)	\$9.38	\$9.97

Effective	<u>Nov. 1/76</u>	<u>May 1/77</u>
Increases	60¢	69¢
Operating Engineer (Crane)	\$10.57	\$11.26

Welfare: Employer contributes 43¢(31¢) per hour.

ADDENDUM

This addendum consists of 11 settlements.

Windsor Heavy Construction Association (Landscaping Section) - Council of Trade Unions representing Local 880, Teamsters (Ind.), Local 625, Labourers, (AFL-CIO/CLC) and Local 793, Operating Engineers (AFL-CIO/CLC): A 25-month renewal agreement effective from April 3, 1975 to April 30, 1977, covering 200 employees, settled at the bargaining stage and ratified in April 1975. (Previous agreement expired April 30, 1975).

Wages:	Effective	<u>May 1/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	\$1.00	50¢	50¢
	Service and Maintenance Workers	\$5.60 (\$4.60)	\$6.10	\$6.60

Pension Plan: Effective May 1, 1975, employer contributes 30¢ (20¢) per hour for Labourers, Local 625.

CONSTRUCTION

Greater Windsor Homebuilder's Association - Local 494, Carpenters (AFL-CIO/CLC):

A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 450 employees, settled at the conciliation officer stage and ratified in May 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>June 27/75</u>	<u>Nov. 1/75</u>
General Increases		93¢	70¢
Resilient Floor and Carpet Layer		\$7.48 (\$6.55)	\$8.18
Effective		<u>May 1/76</u>	<u>Nov. 1/76</u>
General Increases		70¢	60¢
Resilient Floor and Carpet Layer		\$8.88	\$9.48

Pipe Line Contractors Association of Canada - Labourers (AFL-CIO/CLC): A 26½-month renewal agreement effective from February 16, 1975 to April 30, 1977, covering 1,000 Ontario employees, settled at the bargaining stage and ratified in June 1975. (Previous agreement expired February 15, 1975).

Wages:	Effective	<u>Feb. 16/75</u>	<u>May 1/75</u>
Increases		30¢-65¢	0¢-15¢
<u>Mainline Pipelines</u>			
North of Line			
General Labourer		\$6.05 (\$5.55)	\$6.20
<u>Distribution Systems</u>			
North of Line			
General Labourer		\$5.90 (\$5.55)	\$5.95

Feb. 16/75

May 1/75

Mainline Pipelines
South of Line

General Labourer	\$6.35 (\$5.85)	\$6.45
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Distribution Systems
South of Line

General Labourer	\$6.20 (\$5.85)	\$6.20
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Effective	<u>Nov. 1/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
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Increases	20¢-30¢	65¢-80¢	25¢-40¢
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Mainline Pipelines
North of Line

General Labourer	\$6.50	\$7.30	\$7.70
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Distribution Systems
North of Line

General Labourer	\$6.20	\$6.90	\$7.30
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Mainline Pipelines
South of Line

General Labourer	\$6.70	\$7.45	\$7.70
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Distribution Systems
South of Line

General Labourer	\$6.40	\$7.05	\$7.30
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Note: Line is from Goderich on the west to Port Perry on the east, then south along the eastern boundary of Ontario County to Lake Ontario.

Welfare: Effective May 1, 1975, employer contributes 20¢(10¢) per hour. Effective May 1, 1976, 30¢ per hour.

Construction Association of Thunder Bay - Lumber and Sawmill Workers Union,
Local 2693 of the United Brotherhood of Carpenters and Joiners
of America (AFL-CIO/CLC): A 21-month agreement effective from
July 28, 1975 to April 30, 1977, covering 500 employees,
settled during a work stoppage and ratified in July 1975.
(Previous agreement expired April 30, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>July 25/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
General Increases		\$1.20	50¢	90¢
Labourer		\$7.65 (\$6.45)	\$8.15	\$9.05

Vacation Pay: Effective July 28, 1975, vacation pay of 10% (9%).

Architectural Glass and Metal Contractors Association - Local 1819, Painters
(AFL-CIO/CLC): A 21-month agreement effective from July 21,
1975 to April 30, 1977, covering 350 employees, settled
during a work stoppage and ratified in July 1975. (Previous
agreement expired April 30, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>July 14/75</u>	<u>Nov. 1/75</u>
General Increases		\$ 1.00	25¢
J Journeyman Glazier		\$ 8.80 (\$ 7.80)	\$ 9.05
	<u>Effective</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
General Increases		\$ 1.00	25¢
J Journeyman Glazier		\$10.05	\$10.30

Welfare: Effective Nov. 1, 1975, employer contributes 55¢ (40¢) per hour.

Painting and Decorating Contractors of Ontario - Various Locals, Painters (AFL-CIO/CLC): A 24-month renewal agreement effective from May 1, 1975 to April 30, 1977, covering 2,500 employees, settled at various stages of negotiations depending on local, and ratified in July, 1975. (Previous agreement expired April 30, 1975.)

District Council 46

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	70¢	45¢
	J Journeyman Painter	\$8.15 (\$7.45)	\$8.60
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	Increases	65¢	45¢
	J Journeyman Painter	\$9.25	\$9.70

Kingston, Local 114

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	60¢	45¢
	J Journeyman Painter	\$7.50 (\$6.90)	\$7.95
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	Increases	55¢	45¢
	J Journeyman Painter	\$8.50	\$8.95

Pension Plan: Effective May 1, 1976, employer contributes 20¢ (10¢) per hour.

Windsor, Local 1494

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	60¢	60¢
	J Journeyman Painter	\$7.36 (\$6.76)	\$7.96

Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
Increases	55¢	50¢
Journeyman Painter	\$8.51	\$9.01

Thunder Bay, Local 1671

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	70¢	45¢
	Journeyman Painter	\$7.35 (\$6.65)	\$7.80

	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	Increases	60¢	55¢
	Journeyman Painter	\$8.40	\$8.95

Vacation Pay: Effective August 1, 1975, vacation pay of 9% (8%).

Sudbury, Local 1904

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	70¢	45¢
	Journeyman Painter	\$6.83 (\$6.13)	\$7.28

	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	Increases	65¢	45¢
	Journeyman Painter	\$7.93	\$8.38

Sault Ste Marie, Local 1919

Wages:	Effective	<u>June 1/75</u>	<u>Nov. 1/75</u>
	Increases	90¢	45¢
	Journeyman Painter	\$6.80 (\$5.90)	\$7.25

Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
Increases	65¢	35¢
J Journeyman Painter	\$7.90	\$8.25

Kitchener, Local 1824

Wages:	Effective	<u>July 9/75</u>	<u>Nov. 1/75</u>
	Increases	60¢	60¢
	J Journeyman Painter	\$6.65 (\$6.05)	\$7.25

Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
Increases	70¢	45¢
J Journeyman Painter	\$7.95	\$8.40

Oshawa, Local 1832

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	\$1.75	45¢
	J Journeyman Painter	\$8.15 (\$6.40)	\$8.60

Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
Increases	65¢	45¢
J Journeyman Painter	\$9.25	\$9.70

Ottawa, Local 200

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	70¢	45¢
	J Journeyman Painter	\$6.70 (\$6.00)	\$7.15

Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
Increases	65¢	45¢
J Journeyman Painter	\$7.80	\$8.25

London, Local 1783

Wages:	Effective	<u>June 18/75</u>	<u>Nov. 1/75</u>
	Increases	50¢	45¢
	J Journeyman Painter	\$7.10 (\$6.60)	\$7.55
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	Increases	65¢	40¢
	J Journeyman Painter	\$8.20	\$8.60
Vacation Pay:	Vacation pay of 10% (8%).		

Hamilton, Local 205

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	Increases	70¢-\$2.00	45¢
	J Journeyman Painter	\$8.20 (\$7.50-Hamilton; \$6.20-Niagara Region)	\$8.65
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
	Increases	65¢	45¢
	J Journeyman Painter	\$9.30	\$9.75
Vacation Pay:	Vacation pay of 9% (previously 8% for Niagara Region and 9% for Hamilton).		

Sarnia, Local 1590

Wages:	Effective	<u>May 1/75</u>	<u>July 14/75</u>	<u>May 1/76</u>
	Increases	\$1.53	9¢	96¢
	J Journeyman Painter	\$8.47 (\$6.94)	\$8.56	\$9.52

Note: The Sarnia agreement is for 4 years. Wage rates
after May 1, 1976 are not yet available.

Construction Association of Thunder Bay - Local 759, Ironworkers (AFL-CIO/CLC):

A 19-month renewal agreement effective from September 25, 1975 to April 30, 1977, covering 250 employees, settled during a work stoppage and ratified in August 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>Aug. 11/75</u>	<u>Nov. 1/75</u>	<u>May 1/76</u>
	Increases	\$1.29	91¢	84¢-85¢
	Rigger	\$9.31 (\$8.02)	\$10.22	\$11.06
	Rodman	\$8.85 (\$7.56)	\$9.76	\$10.61

Vacation Pay: Effective August 11, 1975, vacation pay of 10% (9%).

METAL FABRICATING

Frankel Structural Steel Limited at Toronto - Local 743, Structural Iron Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from April 27, 1975 to April 30, 1977, covering 300 employees, settled with mediation assistance and ratified in September, 1975. (Previous agreement expired April 26, 1975.)

Wages:	Effective	<u>April 28/75</u>	<u>April 26/76</u>
	General Increases	18%	12%
	General Labourer	\$5.14 - \$5.29 (\$4.36 - \$4.48)*	\$5.76 - \$5.92
	Inspector	\$6.65 - \$6.86 (\$5.64 - \$5.81)*	\$7.49 - \$7.68

Note: Previous rates include an interim wage increase of 5 per cent effective October 1974.

Probationary period is 30 working days. Maximum rates reached after four 3-month increases.

Cost-of-Living Allowance: Effective October 1976, new cost-of-living provision of 1 per cent per hour per 1 per cent change in the Consumer Price Index (1961 = 100), if the October 1976 Index has increased by more than 18 per cent above the May 1975 index.

Shift Premiums: 18¢ (15¢) per hour for second shift. Effective April 1, 1976, 20¢ per hour.

Overtime Pay: Double time for all work performed on Saturday if overtime is work as requested between Monday and Friday or if overtime during week exceeds 4 hours (previously time and one-half for first 4 hours on Saturday, double time for all work in excess of 4 hours).

Paid Holidays: Effective in 1976, 1 additional day between Christmas Day and New Year's Day, or Heritage Day if declared a Statutory Holiday, is added for a total of 11 (10).

Paid Vacations: Effective in 1976, 3 weeks after 6 (7) years.

Welfare: Dental Plan - Effective January 1, 1976, the employer pays 100 per cent of premiums for a new basic dental plan.

MOTION PICTURE AND RECREATIONAL SERVICES

Windsor Raceway Holdings Limited - Local 639, Service Employees (AFL-CIO/CLC) (mutuel employees): A 24-month renewal agreement effective from April 1, 1975 to March 31, 1977, covering 225 employees, settled at the bargaining stage and ratified in September 1975. (Previous agreement expired March 31, 1975.)

Wages:	Effective	Apr. 1/75	Jan. 1/76
Increases		\$1.25-\$2.00 per day	\$1.25-\$1.75 per day

Daily Rates

One Way Seller (\$2-\$5)	\$29.35 (\$28.10)	\$30.60
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One Way Cashier	\$31.85 (\$30.10)	\$33.60
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Sheet Writer	\$39.60 (\$37.60)	\$41.35
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Effective	Apr. 1/76	Jan. 1/77
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Increases	\$1.25-\$2.00 per day	\$1.25-\$1.75 per day
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One Way Seller (\$2-\$5)	\$31.85	\$33.10
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One Way Cashier	\$35.35	\$37.10
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Sheet Writer	\$43.35	\$45.10
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Vacation Pay: Vacation pay of 4% for employees who work through 1 (2) or more racing seasons.

LOCAL ADMINISTRATION

Niagara Regional Board of Commissioners of Police - Niagara Region Police Association (Ind.): A 12-month renewal agreement effective from January 1, 1975 to December 31, 1975, covering 510 employees, settled at arbitration in September 1975. (Previous agreement expired December 31, 1974.)

Wages:	Effective	<u>Jan. 1, 1975</u>
General Increases		17%
Police Constable (3rd Class)		\$14,285.86 (\$12,210.14)
Police Constable (1st Class)		\$15,669.23 (\$13,392.50)

Shift Premiums: Effective Sept. 1975, 0 - 10¢ - 20¢ (new).

Service Pay: \$65 (\$60) per year for every 5 years of service.

Paid Vacations: 20 working days after 13 (15) years.

CONSTRUCTION

Boilermaker Contractors' Association - Boilermakers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 1,400 Ontario employees, settled at the bargaining stage and ratified in September 1975. (Previous agreement expired June 30, 1975.)

Wages:	Effective	<u>July 1/75</u>	<u>Jan. 1/76</u>	<u>July 1/76</u>
General Increases		\$1.25	45¢	87¢
J Journeyman Boilermaker		\$9.56 (\$8.31)	\$10.01	\$10.88
Pension Plan:		Effective July 1, 1975, employer contributes 60¢ (40¢) per hour. Effective July 1, 1976, 80¢ per hour.		

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CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
// TORONTO

COLLECTIVE BARGAINING SETTLEMENTS
///
IN ONTARIO REACHED DURING NOVEMBER 1975

Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour



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This report consists of summaries of 23 collectively bargained settlements in Ontario's industries in November 1975. It also includes an addendum of 7 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

December 26, 1975.

NOTE

Labour Canada will be moving to its new location at Place du Portage, Hull on January 16-17, 1976. Due to disruption in work occasioned by the move, it is anticipated that publication of the December report will be slightly delayed.

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MINING

Falconbridge Nickel Mines Ltd. at Falconbridge - Local 598, Mine, Mill and

Smelter Workers (Ind.): A 33-month renewal agreement effective from Nov. 3, 1975 to Aug. 21, 1978, covering 3,500 employees, settled with mediation assistance during a work stoppage. Duration of negotiations - 7 months.

Wages:	Effective	Nov. 3/75	July 10/76	Aug. 21/76	July 10/77
	General Increases	90¢	20¢		20¢
	COLA Fold-in			15¢	
	Job Class Increments	12¢ (11½¢)	12½¢		
	Job Class 1 (Labourer)	\$5.45 (\$4.55)*	\$5.65	\$5.80	\$6.00
	Job Class 16 (Machinist)	\$7.25 (\$6.275)*	\$7.525	\$7.675	\$7.875

* Previous rates include interim adjustments made during the former agreement and incorporated into the wage scale.

Cost of Living Allowance: 15¢ COLA continues as a float until Aug. 21, 1976, when it will be folded into the wage structure. Thereafter calculations will be made quarterly beginning with the period Oct. 1976 to Jan. 1977 on the basis of a 1¢ adjustment for each 0.35 point change in the Consumer Price Index. No cap and no minimum. (Previous formula: 1¢ per 0.4 increase in the CPI; maximum 5¢ per year).

Off-Shift Premiums: 20¢(12¢) afternoon, 22½¢(15¢) evening, 25¢(18¢) night.

Sunday Premiums: All employees who work on Sunday receive 25¢ per hour. Non regularly scheduled shift employees are also entitled to the overtime provisions (no change); regularly scheduled shift employees receive an additional 75¢(50¢) per hour for a total of \$1.00 per hour for work on a Sunday.

Paid Holidays: Boxing Day added for a total of 11.

Paid Vacation: 2 weeks after 1 year of service, 3 weeks after 10 years, 4 weeks after 20 years (unchanged); 5 weeks after 25(30) years, 6 weeks (new) after 30 years.

Vacation Bonus: \$50(\$30) per week effective Jan. 1, 1976; \$60 per week effective Jan. 1, 1977.

Health and
Welfare:

Employer Contribution - The employer to pay 100% of the premiums for the Life Insurance, OHIP, Weekly Indemnity, Dental, Drug Plan, Long Term Disability and Blue Cross Supplemental. (Previously, employer liability was limited to 100% of the premiums at the commencement of the contract period together with obligation to cover subsequent premium increases to a maximum of 12%).

Life Insurance - \$6,000(\$4,000) for a single employee. \$12,000 for a married employee (unchanged).

A. D. & D. - \$3,000(\$2,000) for a single employee, \$6,000 for a married employee (unchanged).

Weekly Indemnity - Effective Nov. 3, 1975, \$145(\$110) per week; effective Aug. 21, 1976, \$150 per week.

Long Term Disability - Effective Jan. 1, 1976, \$100(\$60) per week.

Pension Plan:

Basic Benefit - \$10(\$8) per month per year of service. The 40 year limit has been removed. No actuarial reduction of pension at age 60(62) with 30 years of service nor at age 61(62) with 20 years of service.

Supplementary Benefit - \$8.50(\$6) per month per year of service.

Survivor's Benefit - Widows of employees who have died prior to actual retirement, are eligible to receive 50% of the basic benefit earned by the employee (new).

Technological
Change:

A demoted employee having at least 3 years of service will not have his wage rate reduced by more than 1 job class during each of the subsequent 5 years (previously after 10 years' service and limited to 1 job class).

Travelling
Pay(new):

18¢ per mile for emergency call-outs.

Court Witness
Leave:

Employer makes up the difference between court witness fees and regular pay (new).

TEXTILE

Wabasso Ltd., Camtex Division at Dunnville and Welland - Locals 755 and 1031, Textile Workers Union of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 8, 1975 to Sept. 7, 1977, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 8/75</u>	<u>Sept. 8/76</u>
	General Increases	45¢ *	35¢
	Adjustments (All skilled trades)	10¢ - 40¢	
	Adjustments (Selected skilled trades)		15¢ - 25¢
	General Labourer Group 5	\$3.16 (\$2.71)**	\$3.51
	Electrician	\$4.45 (\$3.60)**	\$4.80
<p>* Until approved by the Anti-Inflation Board, only 30¢ of the scheduled 45¢ is being paid.</p> <p>** Previous rates include interim adjustments made during the former agreement and incorporated into the wage scale.</p>			
<u>Cost of Living Allowance (new):</u>	Using June, 1976 as the base, adjustments of 1¢ per hour for each 0.5 point rise in the Consumer Price Index (1961 equals 100) will be calculated quarterly, using a 3 month average, provided the index has increased by 6% over the base. Any forthcoming adjustments will apply to all hours worked and will be limited to a total of 20¢ over the life of the agreement.		
<u>Paid Holidays:</u>	Effective in the second year of the agreement, one floating holiday added for a total of 11 holidays. The new holiday will be celebrated on Heritage Day if the latter is approved by Parliament.		
<u>Safety Shoes:</u>	Employer pays 50% of the cost per pair per year. (Employer paid 50% for the first pair only.)		
<u>Meal Allowance:</u>	\$2.00 for 4 hours or more of overtime, and \$1.50 for 3 hours of overtime (\$1.50 for overtime in excess of 3 hours.)		
<u>Health and Welfare:</u>	<u>Life Insurance</u> - \$2,000 (\$1,000) coverage. <u>Weekly Indemnity</u> - Effective Sept. 8, 1975, \$60 per week for male and female employees (\$40 per week for male employees and \$30 per week for female); effective Sept. 8, 1976, \$65 per week.		
<u>Pension Plan:</u>	Effective Jan. 1, 1976, employer and employee each pay 6½¢ (4½¢) per hour per employee with the additional contribution to be applied against future added benefits.		

CLOTHING

G W G (Eastern) Limited at Brantford - Local 551, Amalgamated Clothing Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1975 to October 1, 1977, covering 350 employees, settled at the bargaining stage. (Previous agreement expired Sept. 30, 1975).

Wages:	Effective	<u>Oct. 1/75</u>	<u>Oct. 4/76</u>
	Increases	25¢ for pieceworkers, 0-\$1.04 for timeworkers	25¢ for pieceworkers, 32¢-50¢ for timeworkers
	Bundle Handler	\$2.40-\$2.92 (\$2.40-\$2.52)	\$2.72-\$3.24
	Fully Qualified Cutter	\$5.00-\$5.50 (\$3.96-\$4.85)	\$5.50-\$6.00
	Probationary period is 13 weeks. Maximum rate for Bundle Handler is reached after 3 months; maximum rate for Cutter is reached after 1 year.		
Paid Holidays:	One floating day is added for a total of 10(9).		
Paid Vacations:	Effective January 1, 1976, 3 weeks after 8(10) years, 4 weeks after 15(20) years and 5 weeks (new) after 30 years. Effective January 1, 1977, 3 weeks after 7 years.		
Bereavement Leave:	Sister and brother included in up to 3 days' paid leave (new). One day's paid leave for death of mother-in-law and father-in-law.		
Welfare:	<u>Drug Plan</u> - Employer pays 100% (90%) of the premiums for Drug Plan.		

Men's Clothing Manufacturers Association of Ontario at Toronto and Hamilton - The Toronto Joint Board, Amalgamated Clothing Workers of America (AFL-CIO/CLC): A 12-month renewal agreement effective from Dec. 1, 1975 to Nov. 30, 1976, covering 3,000 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	<u>Dec. 1/75</u>
	General Increase	12% *
	Industry Average (all classifications)	\$4.42 (\$3.95)
* Pending approval by the Anti Inflation Board, 8% of the scheduled 12% wage increase is being paid immediately and 4% is being held in trust.		
Hours of Work:	Effective Nov. 1, 1976, the standard work week will be reduced from 40 to 39 hours without a reduction in weekly pay.	
Paid Vacation:	Pay equivalent to the pay for a 40 hour work week to be given for each of the third and fourth weeks of vacation taken (previously 2% of annual gross earnings for each of the third and fourth weeks of vacation taken).	
Pension Plan:	<u>Basic Benefit</u> - Effective Jan. 1, 1976, \$100 (\$85) per month.	
Bereavement Leave:	3(1) days' paid leave in the event of death of an employee's brother or sister.	

PRINTING AND PUBLISHING

The Globe and Mail Limited (Editorial, Maintenance - Delivery and Circulation Departments) - Local 87, Newspaper Guild (AFL-CIO/CLC):
 Three 12-month renewal agreements effective from July 1, 1975 to June 30, 1976, covering 385 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired June 30, 1975.)

Wages:	Effective	<u>July 1, 1975</u>
	Increases	\$42 for Editorial Groups A-C and top rates for Editorial Groups CC and DD, and for Electrician, Electrician-In-Charge and Machinist; 15.3% for all other groups*
<u>Weekly Rates</u>		
	<u>Editorial</u>	
	Group GG (includes Editorial clerk)	\$136.75 (\$118.60)
	Group A (includes Editorial Writer)	\$352.00 (\$310.00)

Maintenance - Delivery

Loader	\$161.48 (\$140.05)
Electrician	\$301.00 (\$259.00)

Circulation

Group C (includes Junior Clerk)	\$120.60 (\$104.60)
Group A (includes Intermediate Clerk)	\$142.05 (\$123.20)

*NOTE: The increase shown above is subject to approval by the Anti-Inflation Board. \$33 for Editorial Groups A-C and top rates for Editorial Groups CC and DD, and 12% for all other groups is effective immediately.

Paid Vacations: 4 weeks after 8 (10) years and 5 weeks after 20 (25) years.

Mileage Allowance: Effective Nov. 3, 1975, 16¢ (15¢) per mile for the use of authorized vehicles on company business by Editorial and Maintenance-Delivery employees. 17¢ (16¢) for the first 300 miles per week and 10¢ (9¢) for all additional miles thereafter for Editorial employees required to use an automobile on a regular basis.

Doehler Canada Limited at Hamilton - Local 4153, Steelworkers (AFL-CIO/CLC):
A 24-month renewal agreement effective from October 18, 1975 to October 17, 1977, covering 200 employees, settled at the conciliation officer stage. (Previous agreement expired October 18, 1975.)

Wages:	Effective	<u>Oct. 18/75</u>	<u>Oct. 18/76</u>
Increases	37¢ - \$1.06	30¢ - 80¢	
Toolroom Labourer	\$4.26 (\$3.87)	\$4.56	
Die Cast Diemaker	\$6.65 (\$5.59)	\$7.34	

<u>Effective</u>	<u>Jan. 18/77</u>	<u>April 18/77</u>	<u>July 18/77</u>
Increases	5¢	5¢	5¢
Toolroom Labourer	\$4.61	\$4.66	\$4.71
Die Cast Diemaker	\$7.39	\$7.44	\$7.49

Shift Premiums: 0 - 15¢ - 20¢ (0 - 12¢ - 17¢).

Paid Holidays: Effective in 1976, January 2 is added for a total of 12 (11).

Pension Plan: \$6.00 (\$5.00) per month per year of service.

METAL FABRICATING

Rheem Canada Limited at Hamilton - Local 6868, Steelworkers (AFL-CIO/CLC):
 A 12-month renewal agreement effective from Nov. 18, 1975 to Nov. 17, 1976, covering 245 employees, settled at the bargaining stage. (Previous agreement expired Nov. 17, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 18/75</u>
General Increase		66¢
Class 4 (includes Utility)		\$5.125 (\$4.46)
Class 16 (includes Maintenance Mechanic)		\$6.205 (\$5.54)

Paid Vacations: 3 weeks after 5(6) years.

Welfare: Major Medical Plan (includes Drugs) - Deductibles for Drug Plan eliminated (previously \$25 for single coverage and \$50 for family coverage), with 100% (80%) of remaining expenses paid for drugs, and 80% (same) of all other remaining expenses paid.

Meal Allowance: \$2.00 (\$1.10) after 3 hours overtime.

Safety Shoe Allowance: Employer contributes \$20 (\$10) for Painters and \$10 (\$5) for all other employees, towards the cost of 1 pair of safety shoes per year.

Winchester-Western (Canada) Limited at Cobourg - Local 788, Machinists
(AFL-CIO/CLC): A 12-month renewal agreement effective from September 30, 1975 to September 29, 1976, covering 400 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired September 29, 1975).

Wages:	Effective	<u>Sept. 30/75</u>
	Increases	51¢ - 77¢
	Additional Adjustments	Job Grades re-adjusted; Grade 2 in previous contract becomes Grade 1; 30¢ reclassification adjustment for Grade 7 Maintenance employees
	Fold-in	17¢ per hour is folded into wage rates, in lieu of quarterly bonus of \$90
	Labour Grade 1 (includes General Machine Operator)	\$4.29 (\$3.61)
	Labour Grade 8 (includes Maintenance Electrician)	\$6.27 (\$5.33)

Shift Premiums: 0 - 20¢ - 22¢ (0 - 17¢ - 20¢).

Paid Holidays: One floating day replaces Civic holiday and one additional floating day is added during the Christmas period making a total of 11(10).

Paid Vacations: 4 weeks after 15(17) years.

TRANSPORTATION EQUIPMENT

Eaton Yale, Precision Products Division at Wallaceburg, - Local 251, Auto Workers
(C.I.C.): The current agreement which was due to expire on November 15, 1975 has been extended 5 months to April 14, 1976. Wages only were re-negotiated. The agreement covers 228 employees.

<u>Wages:</u>	<u>Effective</u>	<u>June 23/75</u>	<u>Jan. 1/76</u>
	Increases	15¢ for Labourer; 20¢ for all other employees	
	Cost-of-Living Fold-In	84¢	7¢
	Labourer (formerly Sweeper)	\$5.19 (\$4.20)	\$5.26
	Electrician	\$6.34 (\$5.30)	\$6.41
<u>Cost-of-Living Allowance:</u>	1¢ per hour per 0.4 change in the Consumer Price Index (1961=100), to be adjusted quarterly (same formula).		

National Steel Car Corporation Ltd. at Hamilton - Local 7135, United Steelworkers of America (AFL-CIO/CLC): A 24-month renewal agreement effective from Oct. 5, 1975 to Oct. 4, 1977, covering 1,300 employees, settled at the post conciliation bargaining stage. Duration of negotiations - 4 months.

<u>Wages:</u>	<u>Effective</u>	<u>Oct. 5/75</u>	<u>Oct. 5/76</u>
	General Increases	90¢	20¢
	Janitor Gr. 1	\$5.28 (\$4.38)*	\$5.48
	Die Sinker Gr. 1	\$6.95 (\$6.05)*	\$7.15

* Skilled trades were given an interim increase of 30¢ per hour Mar. 17, 1974. All classifications received an interim increase of 16¢ per hour effective Sept. 1, 1974. These interim increases are included in the previous rates shown above.

Note: Fractions of cents were rounded off in negotiating the new hourly rates.

Cost of Living Allowance(new): Uncapped quarterly adjustments equal to 1¢ per 0.3 change in the Consumer Price Index (1971 equals 100) will be made throughout the second year of the agreement with the first payment scheduled for Feb. 1, 1977.

Shift Premium: 0-17¢-20¢(0-14¢-17¢).

Paid Vacation: 2 weeks after 1 year of service, and 3 weeks after 5 years (both unchanged). In 1976, 4 weeks after 14(15) years and 5 weeks after 24(25) years. In 1977, 4 weeks after 13 years and 5 weeks after 23 years.

Bereavement Leave: One day's paid leave in the event of death of an employee's grandparent (new).

Meal Allowance: \$2(\$1).

Educational Assistance: The employer will pay employees 150%(50%) of the tuition cost for work related and Company approved courses.

Supplementary Unemployment Benefit Plan: \$40(\$30) per week with the maximum benefit period unchanged at 52 weeks.

Health and Welfare: Life Insurance and A. D. & D. - \$10,000(\$5,000) coverage. Employer pays 100% of premiums (unchanged).

Major Medical Plan - A separate Drug Plan (new) for employees and their families, to commence Jan. 1, 1976, will have a deductible of 20¢ per prescription. (Previously, 90% of the cost for prescription drugs was covered as an allowable expense under the Major Medical Plan subject to a \$25 single and a \$50 family deductible). Employer pays 100%(90%) of the premium.

Weekly Indemnity - Effective Oct. 5, 1975, \$91(\$84) per week; and effective Oct. 5, 1976, \$98 per week with continuation of the 1-8-52 basis of payment.

Dental Plan (new) - Effective Oct. 1, 1976, the employer will pay 100% of the cost for a basic dental plan.

Pension Plan: Basic Benefit - \$7(\$6) per month per year of service.

Supplemental Benefit - \$5.50(\$4.25) per month per year of service.

Minimum Disability Pension (new) - \$150 per month.

ELECTRICAL PRODUCTS

Smith and Stone Limited at Georgetown - Local 1421, Auto Workers (CLC): A 36-month renewal agreement effective from Nov. 14, 1975 to Nov. 13, 1978, covering 259 employees, settled at the bargaining stage. (Previous agreement expired Nov. 13, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 14/75</u>	<u>Nov. 14/76</u>	<u>Nov. 14/77</u>
Increases		24¢-40¢	13¢-20¢	13¢-20¢
Additional Adjustments		3¢ for Electrician	1¢ for Electrician	1¢ for Electrician
Cola Fold-In		26¢ was folded into wage rates, leaving a float of 10¢		
General Labour Light		\$3.27 (\$2.77)	\$3.40	\$3.53
Electrician		\$5.32 (\$4.65)	\$5.52	\$5.72
Cost-of-Living Allowance:		1¢ per hour per 0.45 change in the Consumer Price Index (1961=100), to be adjusted quarterly (same formula), up to a maximum of 10¢ in the first year and 15¢ in each of the second and third years of the contract.		
Shift Premiums:		0¢ - 14¢ - 17¢ (0¢ - 12¢ - 15¢).		
Lead Hand Premium:		15¢ (10¢) per hour.		
Saturday and Sunday Premiums:		25¢ per hour (new)		
Paid Holidays:		1 day during the Christmas shutdown period is added in 1975 only, for a total of 12(11) in 1975 and 11 in 1976 and 1977.		
Bereavement Leave:		Grandparents are included in up to 3 days' paid leave to attend funeral.		
Welfare:		<u>Weekly Indemnity Plan</u> - Benefits increase to \$80 per week (previously \$70 for male employees and \$60 for female employees), payable, as previously, on a 1-8-52 basis.		
Pension Plan:		\$6.00 (\$5.50) per month per year of service.		

NON-METALLIC MINERAL PRODUCTS

Canadian Pittsburgh Industries Limited at Owen Sound - Local 248, Glass and

Ceramic Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 1, 1975 to September 30, 1977, covering 350 employees, settled at the mediation stage. (Previous agreement expired September 30, 1975.)

Wages:	Effective	<u>Oct. 1/75</u>	<u>Oct. 1/76</u>
General Increases		70¢	50¢
Cost-of-Living Fold-in		28¢ cost-of-living allowance was folded into wage rates	
Additional Adjustments		Additional adjustments for some classifications due to upgrading	
Labour Grade 2 (Auxiliary Utility Man)	\$4.81 (\$3.83)		\$5.31
Labour Grade 6 (includes Paper Process Operator)	\$5.07 (\$4.09)		\$5.57
Labour Grade 14 (General Plant Maintainor and Instrument Specialist)	\$5.83 (\$4.85)		\$6.33
Cost-of-Living Allowance:	1¢ per hour per 0.35 (0.4) change in the Consumer Price Index (1971 = 100) (previously 1961 = 100), to be adjusted quarterly, up to a maximum of 15¢ per hour in the first year and a maximum of an additional 20¢ per hour in the second year.		
Shift Premiums:	0 - 20¢ - 25¢ (0 - 18¢ - 23¢).		
Paid Vacations:	Effective in 1976, 3 weeks after 5 (6) years and 4 weeks after 16 (20) years. Effective in 1977, 4 weeks after 15 years.		
Bereavement Leave:	Two days' paid leave granted upon death of grandparent or grandchild (new) and three days' paid leave, as previously, upon death of other members of immediate family.		
Welfare:	<u>Weekly Indemnity Plan</u> - Benefits increase to 75% (65%) of weekly earnings, payable, as previously, on a 1-4-26 basis.		
Pension Plan:	\$5.75 (\$5.25) per month per year of service. Effective October 1976, \$7.50 per month per year of service.		
Safety Boot Allowance:	Employer pays \$30 (\$25) per year towards the cost of safety boot		

MISCELLANEOUS MANUFACTURING

A.G. Spalding and Bros.of Canada Limited at Brantford - Local 2-233, Woodworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from January 1, 1976 to December 31, 1976, covering 225 employees, settled at the bargaining stage. (Current agreement will expire December 31, 1975).

Wages: Effective Nov. 10/75

General Increase	45¢
Labour Grade I	\$3.21-\$3.61 * (\$2.76-\$3.16)
Labour Grade 12	\$5.01-\$5.46 * (\$4.56-\$5.01)

* Note: Rates include an interim adjustment of 35¢ per hour effective in 1974. Maximum rates for non-incentive workers reached after 5 months, with 1, one-month increase and 2, two-month increases.

Shift Premiums: Effective January 1, 1976, 0 - 18¢ - 20¢ (0 - 16¢ - 18¢).

Paid Vacations: Effective January 1, 1976, 4 weeks after 13 (15) years.

Welfare: Weekly Indemnity Plan - Effective December 1, 1975, benefits range from \$75-\$90 (\$55-\$75) depending on classification, payable on a 1 - 4 - 26 (1 - 5 - 26) basis.

Pension Plan: \$6.50 (\$6.00) per month per year of future service.

TRANSPORTATION

Air Canada, system-wide - Canadian Air Line Flight Attendants' Association (CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 2,915 employees, settled at the conciliation board stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>July 1/75</u>	<u>Nov. 1/75</u>	<u>July 1/76</u>
	General Increases	14%	4.5%	10%
	Flight Attendant (Jet - 2nd 6 months)	\$11.14 (\$9.77)	\$11.64	\$12.80
	Assistant Purser (Jet - 7th year)	\$16.62 (\$14.58)	\$17.37	\$19.11
	Purser (Jet - 7th year)	\$18.57 (\$16.29)	\$19.40	\$21.34

Purser-In-	30¢ per hour.
Charge Premium (new):	
Reporting Pay(new):	Regular blockholders* who report for flight duty on a regular day off will receive a minimum guarantee of 4 hours or will be credited for one-half the duty time involved, whichever is greater.
Guaranteed Days-off:	Regular blockholders are guaranteed 12 days - 288 hours off per month (10 days - 240 hours).
Standby:	Reserve blockholders* may be required to report to the airport for standby duty for a maximum of 4(6) hours.
Uniform Cleaning Allowance:	Cabin personnel \$8(\$4) per month.
Gratuity Allowance(new):	A check-in/check-out allowance of \$1.50 where hotel accommodation is provided.
Grooming Allowance(new):	Cabin personnel - \$5.50 per month.
Health and Welfare:	<u>Sick Leave</u> - Employees will receive 1 day of sick leave at the beginning of each calendar month of service, and may accumulate sick leave to a maximum of 125 days. (Previously, 12 days' sick leave per year. An employee accumulated one-half of unused sick leave at the end of each year).
	* Regular blockholders are assigned specific routes. Reserve blockholders replace regular blockholders in the latter's absence.

TRANSPORTATION

London Transportation Commission - Local 741, Amalgamated Transit Union (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977, covering 316 employees, settled during a work stoppage with mediation assistance. (Previous agreement expired June 30, 1975.)

<u>Wages:</u>	<u>Effective</u>	<u>July 1/75</u>	<u>Feb. 29/76</u>	<u>Nov. 7/76</u>
General Increases		20.53%*	6.07%	6.20%
Bus Operator (after 1 year)		\$5.93 (\$4.92)	\$6.29	\$6.68
Mechanic (Holding Certificate)		\$6.34 (\$5.26)	\$6.72	\$7.14

Probationary period is 60 working days.

*Note: The increase shown above is subject to approval by the Anti Inflation Board. 12% is effective immediately.

Cost-of-Living Allowance:	New cost-of-living provision of 1¢ per hour per 0.45 change in the Consumer Price Index (1961=100) after the Index rises to 200 points.
Premium for Foreman:	30¢ (25¢) per hour.
Special Premiums:	50¢ per hour (new) for employee who conducts classroom instruction for defensive driving.
Paid Vacations:	Effective in 1976, 4 weeks after 14(15) years, 5 weeks after 23(25) years and 6 weeks (new) after 30 years. Effective in 1977, 4 weeks after 12 years and 5 weeks after 20 years.
Bereavement Leave:	Daughter-in-law and son-in-law included in 2 days' paid leave to attend funeral.
Sick Leave:	$\frac{1}{2}$ day per month up to a maximum of 6 days per year non-accumulative after January 31 the following year, to be used during the 3 day waiting period before payment of weekly indemnity benefits, for sickness in excess of 10 days (new).
Welfare:	<u>Life Insurance</u> - \$8,000 (\$6,000). <u>Weekly Indemnity Plan</u> - Benefits of 60% of weekly earnings (previously \$110 per week), payable on a 1-1-4-26 basis. <u>Extended Health Care Plan</u> - Deductible of \$25 for all employees (previously \$25 for single coverage and \$50 for family coverage). Special Allowance: 15¢ per mile or 50¢ per hour (new) for employees who use their own cars for traffic checks when the temperature is 0°C or lower.

EDUCATION AND RELATED SERVICES

Hamilton Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ontario Teachers' Federation): A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 1,370 employees, settled at the mediation stage. Duration of negotiations - 10 months.

Wages: Effective Sept. 1/75

Annual Rates

Level 1 (0-6 years)	\$7,700-\$11,550 (\$5,600-\$9,200)
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Level 4 (0-11 years)	\$11,000-\$18,400 (\$7,600-\$14,700)
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Level 7 (0-11 years)	\$13,200-\$23,500 (\$9,400-\$19,400)
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Principals

Up to 12 teachers (0-2 years)	\$24,850-\$26,350 (no minimum - \$22,250)
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19 or more teachers (0-1 year)	\$28,750-\$29,500 (no minimum - \$24,750)
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Responsibility Allowance: Assistant to the principal - \$600 per year.

Class Size: The average class size for the school year 1975-76 is not to exceed 30 students.

Health and Welfare: Effective Dec. 1, 1975, the employer will contribute 100% (80%) of the present premium cost of:

- Ontario Health Insurance Plan
- Blue Cross (Semi-private)
- Group Life Insurance
- Extended Health

Leave of Absence for Personal Reasons: Maximum of 3 days per school year, to be debited to the teacher's current sick leave allowance.

Bereavement Leave: 5 days' paid leave in the event of loss of spouse, son and daughter; 4 days for mother and father; 3 days for sister, brother, mother-in-law, father-in-law, guardian and dependent; 2 days for son-in-law, daughter-in-law and fiance; 1 day for grandparent, sister-in-law, brother-in-law and aunt, uncle, nephew, niece and cousin.

Kent County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ontario Teachers' Federation): A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 540 employees, settled at the mediation stage. Duration of negotiations - 10 months.

Wages: Effective Sept. 1/75

General Increase 12%

Note: The wage rates shown below, representing a 12 percent increase over the previous contract, have been implemented. Subject to the approval of the Anti-Inflation Board, a negotiated wage grid in excess of 12% increase over the previous contract will constitute the 1975-76 salary schedule.

Annual Rates

Teacher Category 1 (0-6 years)	\$6,944-\$9,968 (\$6,200-\$8,900)
Teacher Category 4 (0-11 years)	\$8,848-\$16,464 (\$7,900-\$14,700)
Teacher Category 7 (0-14 years)	\$10,752-\$20,720 (\$9,600-\$18,500)
Principal (Overall range for 4 categories)	\$17,864-\$25,704 (\$15,950-\$22,950)

Health and Welfare: Drug Plan - Subject to the approval of the Anti-Inflation Board, no deductible (\$10 single, \$20 family). The employer will continue to pay 100% of the premium.

Dental Plan (new) - Subject to the approval of the Anti-Inflation Board and sufficient enrollment by the employees, the employer will administer a dental plan with the employee paying 100% of the premium.

Sudbury Board of Education - Federation of Women Teachers' Associations of Ontario and the Ontario Public School Men Teachers' Federation (Ontario Teachers' Federation): A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 665 employees, settled at the bargaining stage. Duration of negotiations - 9 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/75</u>
	Teacher Category 1 (0-6 years)	\$8,100-\$12,600 (\$6,300-\$9,900)
	Teacher Category 4 (0-10 years)	\$10,750-\$18,550 (\$7,700-\$15,020)
	Teacher Category 7 (0-12 years)	\$12,850-\$23,230 (\$9,400-\$19,396)
<u>Principal - 3 categories</u>		
	Category A	\$25,530-\$27,930 (\$20,875-\$23,275)
	Category B	\$24,420-\$26,850 (\$19,950-\$22,350)
	Category C	\$23,040-\$25,440 (\$18,800-\$21,200)
	Chief Consultant	\$23,040-\$25,440 (\$18,800-\$21,200)
<u>Cost of Living Allowance:</u>	If the Consumer Price Index (1971 equals 100) increases by more than 50% of the 30% increase negotiated for the new wage grid (i.e. by more than 15% or from 138.8 points to more than 155.0 points) between the period April, 1975 and June, 1976, an allowance will be paid in June, 1976 based on the amount by which the April, 1976 CPI exceeds 155.0 divided by 134.8 and multiplied by each teacher's basic salary subject to a \$400 maximum adjustment.	
<u>Allowances:</u>	<u>Regular Consultant</u> - \$2,300(\$1,900). <u>Co-ordinator</u> - \$3,300(\$2,800).	
<u>Health and Welfare:</u>	<u>Group Life</u> - Employer pays 75%(66 2/3%) of the premiums. <u>Dental Plan</u> - Employer pays 75%(50%) of the premiums.	

Welland County Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and Association des Enseignants Franco-Ontariens (Ontario Teachers' Federation): A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 600 employees, settled at the mediation stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/75</u>
<u>Annual Rates</u>		
Level 1 (0-6 years)	\$7,784-\$11,034 (\$6,216-\$8,880)	
Level 4 (0-12 years)	\$10,292-\$18,011 (\$8,436-\$14,763)	
Level 7 (0-13 years)	\$12,594-\$22,277 (\$10,323-\$18,260)	
<u>Responsibility Allowances</u>		
Consultants	\$3,050 (\$2,500)	
Co-ordinators	\$3,550 (\$3,000)	
Major Heads	\$2,000 (\$1,800)	
Principals	\$3,050-\$6,550 (\$2,500-\$6,000)	
Assistants to Principals	\$850 (\$650)	
Health and Welfare:	<u>Major Medical Expense Insurance Plan</u> - Lifetime benefit increased to \$25,000 (\$20,000).	
	<u>Dental Plan</u> (new) - Employer pays 50% of premium.	
	<u>Sick Leave</u> - Maximum accumulation 240(220) days.	
Compassionate Leave:	Home tragedy (fire, flood, damage) added for up to 5 days' leave, debited to sick leave credits.	

Carleton University at Ottawa - Carleton University Academic Staff Association
(Ind.): A 24-month first agreement effective from July 1, 1975 to June 30, 1977, covering 640 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Jan. 1/76</u>	<u>Sept. 1/76</u>
Average Increase	15%	Wage Reopener	
<u>Annual Rates</u>			
Instructor Grade 1	\$10,500		
Instructor Grade 3	\$14,500		
Lecturer	\$11,000		
Librarian Grade 1	\$12,000		
Librarian Grade 4	\$19,000		
Assistant Professor	\$14,500		
Associate Professor	\$18,415		
Professor	\$23,780		

Hours of Work: Librarians, 35 hour week.

Union Dues: Compulsory check-off for all employees (Rand formula).

Paid Vacation: One month per year.

Sabbatical Leave: After 6 years' service, 75% of annual pay or one-half year with full pay.

Bereavement Leave: Up to 3 days' paid leave.

Severance Pay: \$1,000, 1/2 month's salary for each 2 years' service.

Health and Welfare: Life Insurance, Major Medical and Long Term Disability - Employer pays 50% of premium.

OHIP - Employer pays 60% of premium.

Dental Plan - \$50,000 donated by University to Bilateral Fringe Benefit Committee to set up Dental Plan.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC) (social science support group); A 15-month renewal agreement effective from Sept. 22, 1975 to Dec. 26, 1976, covering 1,340 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages: Effective Sept. 22/75

General Increase \$2,100 per year

Annual Rates

SI-1

\$13,094-\$14,315

(\$10,994-\$12,215)

SI-4

\$17,935-\$19,726

(\$15,835-\$17,626)

SI-8

\$29,559-\$32,718

(\$27,459-\$30,618)

Paid Vacation: 3 weeks after 1 year, 4 weeks after 15 years and 5 weeks after 28 years. Effective Apr. 1, 1976, 5 weeks after 27 years.

Meal Allowance: \$2.75 (\$2.50) after 3 hours of overtime and \$2.00 (\$1.75) after an additional 4 hours' overtime.

Government of Canada (Treasury Board) - Public Service Alliance of Canada (CLC)
(technical inspection group): A 15-month renewal agreement effective from Oct. 1, 1975 to Dec. 26, 1976, covering 1,165 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/75</u>
	General Increase	\$2,100 per year
<u>Annual Rates</u>		
	TI-1	\$11,955-\$13,048 (\$9,855-\$10,948)
	TI-4	\$15,848-\$17,393 (\$13,748-\$15,293)
	TI-8	\$25,231-\$27,879 (\$23,131-\$25,779)
Paid Vacation:	3 weeks after 1 year, 4 weeks after 15 years and 5 weeks after 28 years. Effective Apr. 1, 1976, 5 weeks after 27 years.	
Meal Allowance:	\$2.75(\$2.50) after 3 hours of overtime and \$2.00(\$1.75) after an additional 4 hours' overtime.	

Government of Canada (Treasury Board) - Public Service Alliance (CLC) (general technical group): A 15-month renewal agreement effective from Sept. 22, 1975 to Dec. 26, 1976, covering 1,325 employees, settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 22/75</u>
	General Increase	\$2,100 per year
<u>Annual Rates</u>		
	GT-1	\$11,359-\$12,376 (\$9,259-\$10,276)
	GT-4	\$16,847-\$18,508 (\$14,747-\$16,408)
	GT-8	\$28,397-\$31,415 (\$26,297-\$29,315)

Paid Vacation: 3 weeks after 1 year, 4 weeks after 15 years and 5 weeks after 28 years. Effective Apr. 1, 1976, 5 weeks after 27 years.

Meal Allowance: \$2.75(\$2.50) after 3 hours of overtime and \$2.00 (\$1.75) after an additional 4 hours' overtime.

ADDENDUM:

This addendum consists of 7 settlements.

CONSTRUCTION

Mechanical Contractors Association of Ottawa - Local 47, Sheet Metal Workers
(AFL-CIO/CLC): A 24-month renewal agreement effective from
May 1, 1975 to April 30, 1977, covering 485 employees,
settled at the conciliation officer stage and ratified in
May 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
	General Increases	96¢	40¢
	Journeyman Sheet Metal Worker	\$9.11 (\$8.15)	\$9.51
Effective		<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	99¢	32¢
	Journeyman Sheet Metal Worker	\$10.50	\$10.82
Welfare:	Effective Nov. 1, 1975, employer contributes 40¢ (30¢) per hour.		
Pension Plan:	Effective May 1, 1975, employer contributes 40¢ (33¢) per hour. Effective Nov. 1, 1975, employer contributes 50¢ per hour.		

Metropolitan Toronto Apartment Builders Association, High-Rise - Local 183,
Labourers (AFL-CIO/CLC): A 24-month renewal agreement effective
from May 1, 1975 to May 1, 1977, covering 300 employees, sett-
led during a strike with mediation assistance and ratified in
July 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>May 1/75</u>	<u>Nov. 1/75</u>
General Increases		65¢	10¢
Labourer		\$6.40 (\$5.75)	\$6.50
	Effective	<u>May 1/76</u>	<u>Nov. 1/76</u>
General Increases		60¢	15¢
Labourer		\$7.10	\$7.25
Cost-of-Living Allowance:	If the November 1975 Consumer Price Index exceeds that of November 1974 by more than 11%, new cost-of-living provision of 1% per hour per 1% change in the Index, to be paid quarterly. If the November 1976 Consumer Price Index exceeds that of November 1975 by more than 12%, new cost-of-living provision of 1% per hour per 1% change in the Index, to be paid quarterly.		
Vacation Pay:	Effective May 1, 1975, vacation pay of 9%(8%). Effective May 1, 1976, vacation pay of 10%.		
Welfare:	Effective May 1, 1975, employer contributes 25¢(10¢) per hour.		
Pension Plan:	Effective May 1, 1976, employer contributes 20¢(10¢) per hour.		

Mechanical Contractors Association of Toronto (Residential) - Local 46, Plumbers (AFL-CIO/CLC): A 24-month renewal agreement effective from July 1, 1975 to June 30, 1977 covering 1,200 employees, settled during a work stoppage and ratified in July 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>July 1/75</u>	<u>July 1/76</u>
General Increases		\$1.28	\$ 1.50
J Journeyman Plumber		\$9.72 (\$8.44)	\$11.22
Vacation Pay:	Vacation pay of 10% (9%).		
Pension Plan:	Effective May 1, 1976, employer contributes 88¢ (75¢) per hour.		

Ontario Acoustical Association - Local 1891, Painters (AFL-CIO/CLC): A 20-

month renewal agreement effective from August 27, 1975 to April 30, 1977, covering 250 employees, settled during a work stoppage and ratified in August, 1975. (Previous agreement expired April 30, 1975.)

Wages:	Effective	<u>Aug. 27/75</u>	<u>May 1/76</u>	<u>Nov. 1/76</u>
	General Increases	90¢	70¢	\$ 1.00
	J Journeyman Drywall Taper	\$9.30 (\$8.40)	\$10.00	\$11.00

Welfare: Effective August 27, 1975, employer contributes 45¢ (35¢) per hour. Effective November 1, 1975, employer contributes 50¢ per hour.

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Limited at Ottawa - The Society of Professional Engineers (Ind.): A 16-month first agreement effective from August 30, 1975 to December 31, 1976, covering 340 employees, settled during a work stoppage and ratified in September 1975.

Wages:	Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>
	Increases	10.7%	3.5%
	Additional Adjustments	Special 2% industry re-alignment adjustment for all employees except those at maximum of PG4 and PG5 ranges	
	Range PG1 (Professional Engineer 1)	\$10,450 - \$13,800 (\$ 9,450 - \$12,500)	\$10,800 - \$14,300
	Range PG6 (Professional Engineer 6)	\$25,900 - \$28,550 (\$23,350 - \$25,950)	\$26,800 - \$29,550

<u>Effective</u>	<u>Jan. 1/76</u>	<u>May 1/76</u>
General Increases	9%	2%
Range PG1 (includes Professional Engineer 1)	\$11,750-\$15,550	\$12,000-\$15,850
Range PG6 (includes Professional Engineer 6)	\$29,200-\$32,200	\$29,800-\$32,850

Maximum rates reached on merit.

Paid Holidays: Effective in 1976, one day during the Christmas period is added for a total of 11(10).

Paid Vacations: 16 days after 11(12) years, 17 days after 12(13) years, 18 days after 13(14) years, 19 days after 14(15) years, 20 days after 15(16) years, 21 days after 19 years (same), 22 days after 22(23) years, 23 days after 25(27) years, 24 days (new) after 28 years and 30 days (new) after 30 years.

Welfare: OHIP, Extended Health Care Plan and Semi-Private Hospitalization Plan - Employer pays \$11.00(\$9.25) per month for single coverage and \$22.00(\$20.00) per month for family coverage.

RETAIL TRADE

Miracle Food Mart Division of Steinberg's Limited at Toronto - Local 419, Teamsters (Ind.): A 24-month renewal agreement effective from Nov. 4, 1975 to Nov. 4, 1977, covering 280 employees, settled at the bargaining stage and ratified in October 1975. (Previous agreement expired Nov. 4, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>Nov. 4/75</u>	<u>Nov. 4/76</u>
General Increases		80¢	75¢
General Labourer		\$6.91 (\$6.11)	\$7.66
Electrician		\$7.55 (\$6.75)	\$8.30

Shift Premiums: 0 - 20¢ - 25¢ (0 - 15¢ - 20¢).

Paid Vacations: Effective in 1976, 4 weeks after 10 (11) years and 5 weeks after 20(23) years.

Welfare: Life Insurance and A. D. & D. - \$10,000 (\$8,000) for life insurance. A.D. & D. benefits remain at \$8,000.

Weekly Indemnity Plan - Benefits increase to 75% (70%) of weekly earnings, payable on a 1-4-39 basis.

Long Term Disability Plan - Benefits increase to 65% (60%) of monthly earnings payable from the 40th week, until retirement or return to work.

Semi-Private Hospitalization - \$7.50 (\$5.50) per day.

Sunnybrook Food Market (Keele) Limited - Local 206, National Council of Canadian Labour (Ind.): A 24-month renewal agreement effective from Sept. 22, 1975 to Sept. 21, 1977, covering 300 part-time employees, settled at the bargaining stage and ratified in October 1975. (Previous agreement expired August 21, 1975.)

Wages:	Effective	Sept. 22/75	March 7/76
General Increase		10¢	15¢
Base Wage (Students under 18)		\$2.10 (\$2.00)	\$2.25
Base Wage (Other Employees)		\$2.50 (\$2.40)	\$2.65
Effective	Sept. 5/76	March 6/77	
General Increase		15¢	15¢
Base Wage (Students under 18)		\$2.40	\$2.55
Base Wage (Other Employees)		\$2.80	\$2.95

Note: The minimum rate must be 10¢ higher than the applicable minimum wage. If the minimum wage increases all employees will receive an equivalent increase.

Christmas Bonus:	\$15 (\$10) for employees with 12 months of continuous service.
Cashiers Shortage:	\$50 allowed for extraordinary cash shortage once a year (new).



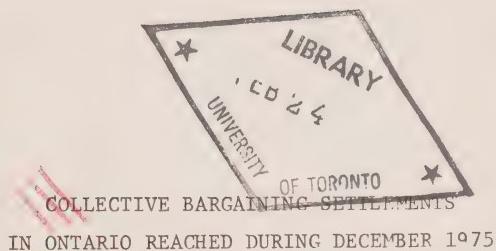
Labour Canada Travail
Canada



Ontario

CANADA DEPARTMENT OF LABOUR
OTTAWA

ONTARIO MINISTRY OF LABOUR
TORONTO



Prepared jointly by the Canada Department of Labour
and the Ontario Ministry of Labour



CONTENTS

This report consists of summaries of 22 collectively bargained settlements in Ontario's industries in December 1975. It also includes an addendum of 2 settlements which were received too late to be reported in the month in which they were ratified. The Canada Department of Labour reports on settlements in non-construction industries for bargaining units of 500 or more employees. The Ontario Ministry of Labour reports on settlements in non-construction industries for bargaining units of 200 to 499 employees and on settlements in construction industries for bargaining units of 200 or more employees.

Notes on Wage Rates:

Two wage rates are consistently sought in reporting settlements; they are the after probation rate for the lowest unskilled labour classification and the top rate for non-supervisory tradesmen. Where these classifications do not exist an attempt is made to report increases for a low rated and a high rated classification. For example, in an office bargaining unit, a clerk's rate and a senior data control analyst's rate might be reported. It should be noted that the rates reported are not meant to represent an average increase for all occupations in the bargaining unit, but to indicate increases for an unskilled and a skilled occupation.

Provisions in brackets refer to previous agreement.

January 26, 1976.

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MINING

Canadian Salt Company Limited at Windsor - Locals 195 and 240, Auto Workers (CLC):

Three 36-month renewal agreements effective from January 16, 1975 to January 15, 1978 (Windsor Works), from February 13, 1975 to February 12, 1978 (Office Employees) and from February 16, 1975 to February 15, 1978 (Ojibway Mine), covering 320 employees, settled during a work stoppage with mediation assistance. (Previous agreements expired January 15, 1975, February 12, 1975 and February 15, 1975 respectively.)

Wages:

Windsor Works

Effective	<u>Jan. 16/75</u>	<u>July 16/75</u>	<u>Jan. 16/76</u>
General Increases	30¢	15¢	20¢
Cost-of-Living Fold-in	\$1.01		
Additional Adjustments	4¢-30¢ for some classifications		
Dairy Mill-Labour	\$5.48 (\$4.17)	\$5.63	\$5.83
2nd Class Engineer	\$7.08 (\$5.47)	\$7.23	\$7.43
Effective	<u>July 16/76</u>	<u>Jan. 16/77</u>	<u>July 16/77</u>
General Increases	10¢	20¢	15¢
Dairy Mill-Labour	\$5.93	\$6.13	\$6.28
2nd Class Engineer	\$7.53	\$7.73	\$7.88

Note: Increases are subject to approval by the Anti-Inflation Review Board.

Office Employees

Effective	<u>Feb. 13/75</u>	<u>Aug. 13/75</u>	<u>Feb. 13/76</u>
General Increases	\$12 per week	\$6 per week	\$8 per week
Cost-of-Living Fold-in	\$39.60		
Grade 1 (Junior General Clerk)	\$201.99 (\$150.39)	\$207.99	\$215.99
Grade X (Senior Draughtsman)	\$258.88 (\$207.28)	\$264.88	\$272.88

<u>Effective</u>	<u>Aug. 13/76</u>	<u>Feb. 13/77</u>	<u>Aug. 13/77</u>
General Increases	\$4 per week	\$8 per week	\$6 per week
Grade 1 (Junior General Clerk)	\$219.99	\$227.99	\$233.99
Grade X (Senior Draughtsman)	\$276.88	\$284.88	\$290.88

Note: Increases are subject to approval by the Anti-Inflation Review Board.

Ojibway Mine

<u>Effective</u>	<u>Feb. 16/75</u>	<u>Aug. 16/75</u>	<u>Feb. 16/76</u>
General Increases	30¢	15¢	20¢
Cost-of-Living Fold-in	99¢		
Additional Adjustments	10¢-15¢ for some classifications		
Labourer	\$5.84 (\$4.55)	\$5.99	\$6.19
Skilled Trades	\$6.87 (\$5.43)	\$7.02	\$7.22

<u>Effective</u>	<u>Aug. 16/76</u>	<u>Feb. 16/77</u>	<u>Aug. 16/77</u>
General Increases	10¢	20¢	15¢
Labourer	\$6.29	\$6.49	\$6.64
Skilled Trades	\$7.32	\$7.52	\$7.67

Note: Increases are subject to approval by the Anti-Inflation Review Board.

Cost-of-Living Allowances:

Windsor Works

1¢ per hour per 0.3 change in the Consumer Price Index, 1971=100, above the December 1974 base, to be adjusted quarterly (previously 1¢ per hour per 0.4 change in the Consumer Price Index, 1961=100).

Office Employees

1¢ per hour per 0.3 change in the Consumer Price Index, 1971=100, above the base 132.2, to be adjusted quarterly (previously 40¢ per week per 0.4 change in the Consumer Price Index, 1961=100).

Ojibway Mine

1¢ per hour per 0.3 change in the Consumer Price Index, 1971=100, above the base 132.2, to be adjusted quarterly (previously 1¢ per hour per 0.4 change in the Consumer Price Index, 1961=100).

For all three units, 1¢ cost-of-living allowance will be diverted from each of the first 6 adjustments to be used to purchase dental plan.

Shift Premiums: 0 - 20¢ - 25¢ (0 - 15¢ - 15¢) for Windsor Works and Ojibway Mine.
0 - \$8 - \$10 (0 - \$6 - \$6) per week for Office Employees.

Paid Holidays: Easter Monday added for a total of 13(12).

Bereavement Leave: Grandparents and grandchildren included in 1 day's paid leave to attend funeral (new).

Welfare: Life Insurance - \$11,000 (\$7,000).

Drug and Dental Plan - Effective January 13, 1976, all employees with three months of service covered by Green Shield Basic 100 plus (4) Dental Plan. 6¢ of the cost to be recovered from Cost-of-Living Allowance at the rate of 1¢ per quarter. Total cost of Dental Plan is 10¢ per hour.

O.H.I.P. and Green Shield Comprehensive Drug Plan premium will be paid for a dependent surviving spouse and eligible dependents for a maximum of 24 months after the death of an employee or pensioner (new).

Safety Shoe Allowance: Employer pays \$10(\$ 5) per pair towards the cost of up to 2 pairs per year (previously no maximum).

Safety Equipment Allowance: Employer pays 100% (50%) of cost of miners belt.

Meal Allowance: \$2.50 (\$2.00) after 10 hours work. For 13 hours work, employer pays for 2 meals, one after 10 hours at \$2.50 (\$2.00) and one after 13 hours at \$1.25 (\$1.00) or for 1 meal \$3.50 (\$2.50).

LEATHER

Savage Shoes Limited at Cambridge - Local 307, United Shoe Workers (AFL-CIO/CLC): A 24-month renewal agreement effective from December 1, 1975 to November 30, 1977, covering 220 employees, settled at the bargaining stage. (Previous agreement expired November 30, 1975.)

Wages:	Effective	<u>Dec. 8/75</u>	<u>Nov. 29/76</u>
Increases	15¢ for piece workers, 20¢ on maximum rates for time workers, 10¢ for time workers on piece work jobs, or minimum of \$2.75 per hour	15¢ for piece workers, 20¢ for time workers, 10¢ for time workers on piece work jobs	15¢ for piece workers, 20¢ for time workers, 10¢ for time workers on piece work jobs
Cost-of-Living Fold-in	18¢ cost-of-living allowance was folded into wage rates, leaving no float		
Group D (Packer)	\$2.98-\$3.18 (\$2.68-\$2.80)		\$3.18-\$3.38
Group A (includes Senior Utility)	\$3.68-\$3.88 (\$3.33-\$3.50)		\$3.88-\$4.08

Probationary period is 2 months. Maximum rates reached after 3 months for Group D and 6 months for Group A.

Special Time \$3.00 (\$2.00) per hour.

Work Activities:

Cost-of-Living Allowance: 1¢ per hour per 1.0 change (2¢ per 2.0 change) in the Consumer Price Index (1971=100) above the base 148.0 (previously 1961=100 above the base 161.0) to be adjusted semi-annually.

Paid Holidays: One additional day, date to be established, is added for a total of 10(9).

Paid Vacations: 3 weeks after 8(9) years, 4 weeks after 20(23) years and 5 weeks on the 34th (35th) anniversary year only.

Welfare: Life Insurance - \$4,000 for employees with dependents and \$2,000 for employees with no dependents (previously \$3,000 for male employees and \$2,000 for female employees).

Weekly Indemnity Plan - Benefits of \$80 per week, payable on a 1-4-13 basis (previously benefits of 60% of weekly earnings, covering the waiting period before payment of U.I.C. benefits and continuing when U.I.C. benefits end for a total of 13 weeks).

OHIP - Employer pays 100% of the present premiums for OHIP and 50% of any increase in premiums (previously paid \$20 per month for employees with one or more dependents and \$10 per month for all other employees).

TEXTILE

Centex Mills Inc. at Cambridge - Local 1441, Textile Workers Union of America (AFL-CIO/CLC): A 12-month renewal agreement effective from December 1, 1975 to November 30, 1976, covering 250 employees, settled at post-conciliation bargaining stage. (Previous agreement expired October 31, 1975).

Wages:	Effective	<u>Dec. 1/75</u>
	General Increase	30¢
	General Help	\$2.85 (\$2.55)
	Fixer Preparation	\$3.75 (\$3.45)
Welfare:	<u>Life Insurance</u> - \$5,000 (\$3,000).	

Weekly Indemnity Plan - Benefits increase to 66-2/3 of weekly earnings to U.I.C. maximum, payable for a maximum of 26(15) weeks.

WOOD

Weyerhaeuser Ontario Limited at Sault Ste. Marie - Local 2-1000, Woodworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from November 26, 1975 to November 25, 1977, covering 350 employees, settled at the conciliation officer stage. (Previous agreement expired November 25, 1975.)

Wages:	Effective	<u>Nov. 24/75</u>	<u>Nov. 26/76</u>
	General Increases	50¢	45¢
	Labourer	\$4.33 (\$3.83)	\$4.78
	Electrician A1	\$5.59 (\$5.09)	\$6.04

- Paid Holidays: Effective January 1, 1977 , one additional day, date to be decided, or Heritage Day if declared a statutory holiday, is added for a total of 10(9).
- Paid Vacations: Effective January 1, 1976, 5 weeks after 21(23) years.
- Pension Plan: Effective January 1, 1976, \$5.50 (\$5.00) per month per year of service.
- Full vesting rights after 10 years of service regardless of age (previously at age 45).

PAPER AND ALLIED

Domtar Packaging Limited (Corrugated Containers Division) at Etobicoke - Local 595, Chemical Workers (AFL-CIO/CLC): A wage reopener effective from July 1, 1975 to June 30, 1977, covering 350 employees, settled with mediation assistance during a work stoppage. (Agreement was to expire June 30, 1976.)

Wages:	Effective	<u>July 1/75</u>	<u>July 1/76</u>
General Increases		17%*	8%
Grade 3 (Includes Shipping Helper)		\$5.05 (\$4.32)	\$5.45
Grade 26 Electrician		\$7.44 (\$6.36)	\$8.04

* Note: The increase shown above is subject to approval by the Anti-Inflation Board. 10½% is effective immediately.

PRIMARY METALS

Eldorado Nuclear Limited at Port Hope - Local 13173, Steelworkers (AFL-CIO/CLC): A 12-month renewal agreement effective from October 1, 1975 to September 30, 1976, covering 235 employees, settled at the post-conciliation bargaining stage. (Previous agreement expired September 30, 1975.)

Wages:	Effective	<u>Oct. 1/75</u>
	Increases	58¢-80¢ *
	General	\$4.72
	Plant Labour	(\$4.14)
	Group 2 (includes Electrician)	\$6.14 (\$5.39) Class 1 \$5.43 (\$4.76) Class 2 \$5.16 (\$4.53) Class 3 \$4.88 (\$4.28) Helper
	Engineer	\$6.53
	2nd Class	(\$5.73)

* Note: Increases are subject to approval by the Anti-Inflation Review Board.

Probationary period is 90 days. Employees in Group 2 normally progress from Helper to Class 3 in 15 months, from Class 3 to Class 2 in 1 year and from Class 2 to Class 1 in 1 year.

Call-in Pay: Double time for hours worked or a minimum of 4 hours at straight time, whichever is greater, for call-in without prior notice between 12:00 midnight and 6 a.m. (new).

Paid Holidays: Day after New Year's Day is added for a total of 12(11).

3(2) days added to vacation leave for shift workers engaged in operations continuing through the Christmas to New Year period.

Paid Vacations: Effective January 1, 1976, 3 weeks after 5(6) years and 4 weeks after 12(15) years.

Bereavement Leave: Brother-in-law and sister-in-law included in 3 days' paid leave.

Welfare: Life Insurance and A.D. & D. - \$10,000 (\$8,000).

Life Insurance for Retirees - \$1,000 (new).

Weekly Indemnity Plan - Benefits increase to \$123(\$113) per week payable on a 1 - 4 - 26 Basis, and integrated with U.I.C. plan.

Tool Allowance: Annual credit of \$60(\$50) per year for maintenance tradesmen, to be used to replace worn or lost tools or to purchase new tools. Credits can accumulate to a maximum of \$120(\$100).

MACHINERY

Canadian SKF Co. Ltd. at Scarborough - Local 901, International Association of Machinists and Aerospace Workers (AFL-CIO/CLC): A 12-month renewal agreement effective from Nov. 16, 1975 to Nov. 15, 1976, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Nov. 16/75</u>
	Cola Fold-in	18¢
	General Increase	9.1%
	Cleaner	\$4.47-\$4.77 (\$3.92-\$4.19)
	Electrician	\$6.23-\$6.58 (\$5.53-\$5.85)

In addition to the across-the-board increases shown above, 9 classifications were upgraded by varying amounts.

Cost of Living Allowance: Discontinued (previously 1¢ for each full 0.5 points above the April 1974 Consumer Price Index to maximum of 18¢ over the term of the agreement).

Paid Holidays: A floating holiday, this year scheduled for January 2, 1976, has been added for a total of 11 days.

Paid Vacation:	<u>Service</u>	<u>Vacation Period</u>	<u>Benefits</u>
	1 year or less	1 week	4% gross earnings
	After 1 year	2 weeks	4% gross earnings
	After 5 (6) years	3 weeks	6% gross earnings
	After 15 (16) years	4 weeks	8% gross earnings
	After 23 (24) years	5 weeks	10% gross earnings

Health and Welfare: Weekly Indemnity - All employees having a minimum of 3 months' service are eligible to receive 70% of their book rate for up to 26 weeks. (Previously, coverage was 100% for 2, 4 or 6 weeks, depending on seniority, and thereafter \$60 per week for a total of 26 weeks).

Prescription Drug Plan - Employee pays 35¢ per prescription. (Previously 100% coverage after deductibles of \$50 for family coverage and \$25 for single coverage.)

Pension Plan: \$10 per month added to the benefits of existing pensioners.

TRANSPORTATION EQUIPMENT

De Havilland Aircraft of Canada Ltd. at Downsview - Local 112, United Auto Workers (CLC): A 36-month renewal agreement effective from June 23, 1975 to June 22, 1978, covering 1,610 employees, settled with mediation assistance during a work stoppage. Duration of negotiations 10 months.

Wages:	Effective	June 23/75	June 23/76	June 23/77
	General Increases	3% + 28¢	3%	3%
	COLA Fold-in	96¢		
	Skilled Trades Adjustment	15¢		
	Labourer Gr. 1	\$5.34 (\$3.98)	\$5.50	\$5.67
	Tool & Die Maker	\$6.78 (\$5.23)	\$6.98	\$7.19

Cost of Living Allowance: An 89¢ float existed at the end of the previous agreement. Of this amount, 84¢ was folded into the wage structure with the new agreement and 5¢ is to continue as a float. During the 3 month period following the expiry of the former agreement, a 14¢ COLA was generated. Of this amount, 12¢ was folded into the wage structure effective with the new agreement and 2¢ was diverted towards the cost of a new dental plan.

Commencing Sept. 1, 1975, any further adjustments will be made on the basis of a 1¢ per hour increase for each 0.3 increase in the Consumer Price Index (1971 equals 100), averaged quarterly for the remainder of the agreement with no minimums or maximums specified. (Previous formula: 1¢ per 0.45 increase in the CPI (1961 equals 100) averaged quarterly).

Shift Premiums: 0 - 20¢ - 26¢ (0 - 18¢ - 24¢).

Lead Hand Premium: 20¢ (10¢) per hour.

Paid Holidays: One floating holiday added for a total of 13.

Health and Welfare: Life Insurance and Weekly Indemnity - Employees become eligible for increased coverage inasmuch as benefits are on a sliding scale tied to hourly wage rates.

Dental Plan (new) - Effective Dec. 1, 1975, to be paid in part by employer contributions and in part by diverting 2¢ of the 14¢ COLA generated between June and Sept. 1975. In subsequent years, the employer will fund 100% of the Plan through direct payments.

Pension Plan: Basic Benefit - \$9.50 (\$7.75) per month per year of service.

Supplemental Benefit - \$9.00 (\$7.50) per month per year of service.

Existing Retirees - Benefits will be increased by \$1.25 per month per year of service with the new range becoming \$8.00 to \$9.00 per month per year of service.

Unreduced Pension - Age 60 and 30 years of service or age 62 and 10 years' service (previously, only the latter).

DeHavilland Aircraft of Canada Limited at Toronto - Local 673, Auto Workers (CLC): A 36-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1978, covering 360 employees, settled at the mediation stage. (Previous agreement expired Aug. 31, 1975).

Wages:	Effective	<u>Sept. 6/75</u>	<u>Sept. 4/76</u>
General Increases		3%	3%
Additional Adjustments	10.50 per week		
Cost-of-Living Fold-In	\$35.62 cost-of-living allowance was folded into wage rates leaving a float of \$1.88		

Weekly Rates

Group 2 (includes Clerk-General Duty)	\$180.06-\$184.66 (\$129.90-\$134.50)	\$185.60-\$190.20
Group 10 (includes Estimator II)	\$256.07-\$262.42 (\$203.65-\$210.00)	\$263.94-\$270.29
Group 12 (includes Planner 1A-Process)	\$274.08-\$281.48 (\$221.10-\$228.50)	\$282.52-\$289.92

Effective	<u>Sept. 3/77</u>
General Increase	3%

Weekly Rates

Group 2 (includes Clerk-General Duty)	\$191.31-\$195.91
Group 10 (includes Estimator II)	\$270.05-\$278.40
Group 12 (includes Planner 1A-Process)	\$291.22-\$298.62

Probationary period is 3 months. Maximum rates reached after two 3-month increases.

Cost of Living Allowance: 1¢ per hour per 0.3 change in the Consumer Price Index, 1971=100, commencing with the average of the Indexes for September, October and November, 1975 as compared with the average of the Indexes for June, July and August, 1975, to be adjusted quarterly. (Previously 1¢ per hour per 0.45 change in the Consumer Price Index, 1961=100.)

Shift Premiums: 0¢-20¢-26¢ (0¢-18¢-24¢).

Paid Holidays: Jan. 5 and July 2 are added in 1976 for a total of 14(12). 1 day during the Christmas shutdown period is added in 1977 for a total of 13(12).

Welfare: Life Insurance - Benefits range from \$11,000 to \$13,500 (previously \$7,500 to \$12,000) depending on salary.

Life Insurance for Retirees - Minimum benefit of \$1,000 for all retirees.

Flight Insurance - \$60,000 (\$30,000).

A.D. & D. - Benefits range from \$5,500 to \$6,750 (previously \$3,750 to \$6,000) depending on salary.

Weekly Indemnity Plan - Benefits range from \$140 to \$165 (previously \$85 to \$130) depending on salary, payable, as previously on a 1-8-52 basis.

Longterm Disability Plan - Benefits range from \$435 to \$550 per week (previously \$285 to \$480) depending on salary, less any amounts payable from other sources.

Permanent Total Disability Plan - Benefits range from \$220 to \$270 per week (previously \$150 to \$240) depending on salary, less any amounts payable from other sources.

Dental Plan - Effective Dec. 1, 1975, 2¢ per hour will be diverted from cost-of-living allowance for a new basic dental plan - Delta Comprehensive Dental Plan, with no deductibles and 50% of expenses paid for some orthodontic services and 100% of expenses paid for all other services.

Pension Plan: Effective Nov. 1, 1975, basic benefits of \$9.50 (\$7.75) per month per year of service.

Supplementary benefit, up to age 65, of \$9.00 (\$7.50) per month per year of service up to a maximum of 25 years. Supplementary benefit, after age 65, of \$5.00 (\$4.30) per month per year of service up to a maximum of 25 years.

Effective Feb. 1, 1976, employee may retire at age 60 with 30 years' service without an actuarial reduction in benefits.

Effective Feb. 1, 1976 retirees who retired prior to Aug. 31, 1975, will receive an increase of \$1.25 per month per year of service. In addition, active Local 673 employees with 673 service prior to June 1, 1962, will receive credit for such service time.

Per Diem Allowance: \$22 (\$16) per day.

Relocation Allowance: \$535 for all employees re-located to a plant which is 25 to 99 miles from the plant of previous employment, \$650 for a distance of 100 to 299 miles, \$775 for 300 to 499 miles, and \$900 for 500 to 999 miles. (Previously \$170 for single employees and \$445 for married employees for a distance of 25 to 99 miles, \$200 and \$495 for 100 to 299 miles, \$250 and \$570 for 300 to 499 miles and \$370 and \$795 for 500 to 999 miles.)

ELECTRICAL PRODUCTS

Hammond Manufacturing Co. Ltd. at Guelph - Employees' Association of the Hammond Manufacturing Co. Ltd. (Ind.): A 24-month renewal agreement effective from Oct. 1, 1975 to Sept. 30, 1977, covering 500 employees, settled at the conciliation officer stage. Duration of negotiations - 7 months.

<u>Wages:</u>	<u>Effective</u>	<u>Oct. 1/75</u>	<u>Apr. 5/76</u>	<u>Oct. 4/76</u>
Job Grade 1 (Cleaning Operator-Light)		\$3.71-\$3.87 (\$3.28-\$3.44)	\$3.79-\$3.95	\$4.11-\$4.27
Job Grade 19 (Toolmaker, Class 2)		\$5.67-\$5.83 (\$4.82-\$4.98)	\$5.79-\$5.95	\$6.27-\$6.43

Previous rates shown in brackets reflect the following interim adjustments: A 24¢ cost of living allowance accumulated during the period June, 1974 to December, 1974 and folded into the wage structure with the new agreement, and a 2½% across-the-board increase granted in July, 1975.

Cost of Living Allowance: Effective in the second year of the agreement, a 1% increase for each 1% rise in the Consumer Price Index (1971 equals 100), triggered when the CPI reaches 173.8. Adjustments will be made quarterly until the CPI reaches 180.5.

Shift Premiums: 0 - 20¢ - 20¢ (0 - 18¢ - 18¢).

<u>Paid Vacation:</u>	<u>Service</u>	<u>Time</u>	<u>Vacation Pay</u>
Effective in 1976 (unchanged except for 5 (4) weeks after 25 years):			
Under 1 year	1 week	2% of total pay	
Over 1 year, less than 2 years	2 weeks	2% on service under 1 year plus 4% on service over 1 year	
2 years	2 weeks	4% of total pay	
6 years	3 weeks	6% of total pay	
16 years	4 weeks	8% of total pay	
25 years	5 (4) weeks	10% of total pay	
Effective in 1977:			
5 years	3 weeks	6% of total pay	
15 years	4 weeks	8% of total pay	

Prescription Safety Glasses: The employee will pay 50% of the cost of approved prescription safety glasses purchased by designated employees. (Employer subsidized cost of non-prescription safety glasses).

Health and Welfare: Life Insurance - Coverage for single males and all females increased to \$5,000 (\$4,000). Coverage for married males remains at \$5,000. Employer continues to pay 100% of premium costs.
A.D. & D. - Female coverage increased to \$1,000 (\$500). Employer continues to pay 100% of premium costs.

Weekly Indemnity Plan, Extended Health Benefit Plan, OHIP and Semi-Private Hospital Care - Effective Oct. 4, 1976, the employer will pay 90% (85%) of premium costs.

Dental Plan - Coverage for the existing Preventative Care Dental Plan will be based on 1975 (1969) Ontario Dental Association schedule of rates. Effective Oct. 4, 1976, the employer will pay 90% (85%) of premium costs.

CHEMICAL AND CHEMICAL PRODUCTS

Cyanamid of Canada Ltd. (Welland Plant) at Niagara Falls - Local 165, International Chemical Workers' Union (AFL-CIO/CLC): A 12-month renewal agreement effective from Nov. 16, 1975 to Nov. 15, 1976, covering 500 employees settled at the conciliation officer stage. Duration of negotiations - 3 months.

Wages:	Effective	<u>Nov. 16/75</u>
	General Increase	10%*
	Sweeper	\$4.73 (\$4.30)
	Electrician	\$6.24 (\$5.67)

*If the Anti-Inflation Board grants approval, an additional 3.6% general wage increase, retroactive to Nov. 16, 1975, will be made.

Shift Premiums: 0 - 20¢ - 24¢ (0 - 18¢ - 22¢). In addition to the increase shown, a further increase of 1¢ per hour for the evening and night shifts will be implemented if approved by the Anti-Inflation Board.

Sunday Premium: 72¢ (65¢) per hour. In addition to the increase shown, a further increase of 3¢ per hour will be implemented if approved by the Anti-Inflation Board.

Meal Allowance: \$2.50 (\$1.75) for the first meal and \$2.00 (\$1.00) for the second meal.

MISCELLANEOUS MANUFACTURING

Canada Cycle and Motor Company Ltd. at Weston - Local 28, United Auto Workers (GLC) (production, warehouse and office employees): Two 24-month renewal agreements effective from Dec. 7, 1975 to Nov. 5, 1977, covering a total of 685 employees (630 production and warehouse employees and 55 office employees), settled at the post conciliation bargaining stage. Duration of negotiations - 5 months.

Production and Warehouse Agreement

	<u>Effective</u>	<u>Dec. 7/75</u>	<u>Dec. 7/76</u>
Wages: (Dayworkers)			
Increases (vary by wage rates, and excludes skilled trades)		21¢-24¢	21¢-24¢
Skilled Trades		25¢	25¢
COLA Fold-in		58¢	57¢
Labourer		\$5.05 (\$4.23)	\$5.86
Toolmaker		\$6.27 (\$5.44)	\$7.09
Incentive Workers:	The \$1.15 cost of living allowance generated during the previous agreement is to be incorporated into the incentive base rate according to the schedule shown above for day-workers.		
Cost of Living Allowance:	The previous agreement concluded with a COLA float of \$1.15. Of this amount, 58¢ was incorporated into the wage structure with the commencement of the new agreement. The remaining 57¢ will continue to float until Dec. 7, 1976, when it will be incorporated.		
	In addition to the above, adjustments during this agreement will be made on the basis of 1¢ per 0.3 change in the Consumer Price Index (1971 equals 100) as calculated quarterly with no prescribed minimums or maximums (previously, 1¢ per 0.4 change in the CPI (1961 equals 100)). In December 1976, the allowance being paid will have 5¢ removed and diverted towards the cost of a dental plan.		
Shift Premiums:	0 - 15¢ - 20¢ (0 - 12¢ - 15¢).		
Paid Holidays:	The half-day holidays for Christmas Eve and New Year's Eve have been increased to full days for a total of 11 holidays.		
Paid Vacation:	1 week at 4% of total earnings with less than 6 months of service as of June 30, 2 weeks after 6 months of service, 3 weeks after 6 (8) years, 4 weeks after 16 (18) years and 5 weeks (new) after 25 years.		
Health and Welfare:	<u>Life Insurance</u> - \$8,500 (\$7,500) effective Dec. 7, 1975 and \$9,500 effective Dec. 7, 1976.		
	<u>Dental Plan (new)</u> - Employer will pay 100% of the cost for a dental plan to commence in December 1976.		
Pension Plan:	<u>Basic Benefit</u> - \$7.50 per month per year of service for all years up to the end of 1975. Service accumulated after Jan. 1, 1976 will be credited at the rate of \$8.00. (Previously, basic benefits were \$5.50 per month for each of the first 20 years of service and \$6.50 per month for any additional years).		

Existing Pensioners - Benefits are increased by \$20 per month.

Early Retirement - For retirement at ages 60, 61 or 62, pension benefits are reduced by 6/10 of 1% for each month below age 62 (previously, benefits were reduced by 6/10 of 1% for each month below age 65). No reduction in benefits for retirement at age 62 provided age and years of service equal 85.

Automatic Retirement - Age 67 (70).

Survivor's Benefit - If an employee aged 62 to 65 dies prior to retiring, a survivor's benefit will be paid equal to 50% of the employee's earned pension at the time of his death (new).

Office Agreement

Wages:	Effective	<u>Dec. 7/75</u>	<u>Dec. 7/76</u>
Increases (vary by groups)		\$30-\$38/mo.	\$30-\$38/mo.
COLA Fold-in		\$95.25/mo.	\$93.00/mo.
<u>Monthly Rates</u>			
Mail Clerk (Group 1)		\$671.00-\$705.00 (\$545.75-\$579.75)	\$794.00-\$828.00
Senior Material Controller (Group 13)		\$874.00-\$909.00 (\$740.75-\$775.75)	\$1,005.00-\$1,040.00
Shift Premiums:	\$6 (\$4.80) per week.		

Other changes are similar to those reported above for the production and warehouse employees.

Lightning Fastener, Lightning Division of Textron Canada Limited at St. Catherines - Lightning Employees Shoe Committee (Ind.): A 24-month renewal agreement effective from December 1, 1975 to November 30, 1977, covering 205 employees, settled at the bargaining stage. (Previous agreement expired November 30, 1975).

<u>Wages:</u>	<u>Effective</u>	<u>Dec. 1/75</u>	<u>May 30/76</u>	<u>Nov 28/76</u>
	Increases	20¢ for incentive workers; 25¢ for all other employees	20¢ for incentive workers; 25¢ for all other employees	40¢ for incentive workers; 48¢ for all other employees.
	Additional Adjustments	12¢ for Electrician		
	Shipping Clerk	\$3.53-\$3.73 (\$3.28-\$3.48)	\$3.78-\$3.98	\$4.26-\$4.46
	Electrician	\$5.79-\$5.99 (\$5.42-\$5.62)	\$6.04-\$6.24	\$6.52-\$6.72

Probationary period is 3 months. Maximum rates reached after 1 year. This period may be shortened if ability warrants it.

Paid Holidays: One floating day is added for a total of 12 (11).

Welfare: Weekly Indemnity Plan - Benefits of \$100 per week (same), payable on a 1-1-8-39 (26) basis.

Major Medical Plan - Deductibles eliminated (previously \$15 for single employees and \$25 for married employees)

TRANSPORTATION

Kitchener City Corporation - Local 304, Canadian Brotherhood of Railway, Transport and General Workers (CLC): A 12-month renewal agreement effective from June 1, 1975 to May 31, 1976, covering 214 employees. Wages settled at arbitration and other conditions settled with mediation assistance during a work stoppage. (Previous agreement expired May 31, 1975).

<u>Wages</u>	<u>Effective</u>	<u>June 1/75</u>	<u>Jan. 1/76</u>
	General Increases	60¢	20¢
	General Labour	\$4.69 - \$4.99 (\$4.09 - \$4.39)	\$4.89 - \$5.19
	Bus Operator	\$5.43 - \$5.63 (\$4.83 - \$5.03)	\$5.63 - \$5.83
	Mechanic	\$5.73 - \$6.03 (\$5.13 - \$5.43)	\$5.93 - \$6.23

Probationary period is 3 months for Bus Operator and 6 months for all others. Maximum rates for Bus Operator reached after 2 six-month increments and for all others upon completion of probationary period.

Note: Increases are subject to approval by the Anti-Inflation Review Board.

Paid Vacations: Effective in 1976, 4 weeks after 12(15) years, 5 weeks after 20(25) years.

Welfare: Long-Term Disability Plan - Employer pays 100% of premium for a new plan which provides benefits of 70% of salary after 6 months disability or after sick leave credits used, whichever is last.

Dental Plan - Employer pays premiums for 1975 Ontario Dental Fee Schedule (1974 Schedule).

Tool Allowance: Effective December 1975, \$75(\$50) annually.

ELECTRIC POWER, GAS AND WATER UTILITIES

Consumers' Gas Company, Toronto and area - Local 161, International Chemical Workers' Union (AFL-CIO/CLC): A 24-month renewal agreement effective from Sept. 8, 1975 to Sept. 7, 1977, covering 690 employees, settled at the mediation stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 8/75	Sept. 8/76
General Increases	12% See Note below for possible further increases	10% See 'wage reopener' below	
Labourer	\$5.01 (\$4.49)		\$5.51
Pipeline Welder	\$6.70 (\$5.98)		\$7.37

Previous rates include a non-scheduled 16¢ per hour interim increase effective Oct. 17, 1974.

Note: - In addition to the 12% wage increase being instituted immediately, a further increase, on a classification basis, of from 6¢ to 17¢ (representing on the average a 2% increase) will be implemented, but only if approved by the Anti-Inflation Board.

Any such implementation will be retroactive on all scheduled weekly hours to Sept. 8, 1975. The new hourly rates shown above reflect only a 12% increase retroactive to Sept. 8, 1975 and a subsequent 10% increase scheduled for Sept. 8, 1976. Should the 6¢ to 17¢ per hour increase also be implemented, the wage schedule would be as follows: Sept. 8, 1975, Labourer - \$5.09 and Pipeline Welder - \$6.87. Sept. 8, 1976, Labourer - \$5.60 and Pipeline Welder - \$7.56.

Wage Reopener Clause: If any change occurs in the Federal Wage Guidelines during the second year of the contract which would permit a greater increase than provided for in the agreement, the employer and the union will hold discussions to review the rates of pay.

Shift Premiums: 0 - 18¢ - 22¢ (0 - 15¢ - 18¢).

Meal Allowance: \$3.00 (\$2.50).

RETAIL TRADE

Hiway Market Limited at Kitchener - Local 206, Retail Clerks (AFL-CIO/CLC):

Two 30 - month renewal agreements effective from October 1, 1975 to March 31, 1978, covering 140 full-time employees and 140 part-time employees, settled during a strike with mediation assistance. (Previous agreements expired September 30, 1975.)

Wages:	Effective	<u>Oct. 1/75</u>	<u>Aug. 1/76</u>	<u>May 30/77</u>
	Increases	85¢*	48¢	45¢
	Additional Adjustments	15¢ for ware-house employees, meat cutters and tractor trailer drivers		

Full-time Employees:

Clerk A	\$3.75-\$4.86 (\$2.90-\$4.01)	\$4.23-\$5.34	\$4.68-\$5.79
Clerk B	\$4.35-\$5.46 (\$3.50-\$4.61)	\$4.83-\$5.94	\$5.28-\$6.39
Meat Cutter	\$4.80-\$6.00 (\$3.80-\$5.00)	\$5.28-\$6.48	\$5.73-\$6.93

* Note: The increase shown above is subject to approval by the Anti-Inflation Review Board. 50¢ is effective immediately.

Probationary period is 30 working days (previously 2 calendar months). Maximum rates reached after 30 (24) months for Clerk A and B and after 36 months for Meat Cutter).

Call-in Pay: Minimum of 2 hours pay at time and one-half for full-time employees (new).

Time off on Saturday: One Saturday off in 3(4) for full-time employees except for those working in the meat and pastry departments.

Paid Vacations: 4 weeks after 14(15) years and 5 weeks (new) after 20 years, for full-time employees.

Bereavement Leave: One day's paid leave granted to attend funeral upon death of grandchild (new).

Sick Leave: One hour per week of perfect attendance (new).

EDUCATION AND RELATED SERVICES

Dufferin Peel Roman Catholic Separate School Board - Ontario English Catholic Teachers' Association and L'Association des Enseignants Franco-Ontariens (Ontario Teachers' Federation): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 850 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Pending the review of this ratified agreement by the Anti-Inflation Board, details of the settlement terms have not been released.

Frontenac County Board of Education - Federation of Women Teachers' Associations of Ontario and Ontario Public School Men Teachers' Federation (Ontario Teachers' Federation): An 8-month renewal agreement effective from Jan. 1, 1976 to Aug. 31, 1976, covering 600 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/76</u>
<u>Annual Rates</u>		
Level 1	\$7,952-\$11,200 (\$7,100-\$10,000)	
Level 4	\$9,520-\$18,370 (\$8,500-\$16,400)	
Level 7	\$11,648-\$22,600 (\$10,400-\$20,200)	
Principal 'A' School	\$23,400-\$25,600 (\$21,000-\$23,200)	
Principal 'B' School	\$22,800-\$25,000 (\$20,400-\$22,600)	
<u>Cost of Living Allowance (new):</u>	Each full-time member will receive \$5.00 for every 0.1% rise in the Consumer Price Index after an increase of 5.01 points during the 12-month period November 1974 to November 1975, based on the CPI of November 1974 (167.5).	

Lambton County Board of Education at Sarnia - Ontario Secondary School Teachers' Federation (Ontario Teachers' Federation):
 A 12-month renewal agreement effective from Sept. 1, 1975 to Aug. 31, 1976, covering 530 employees, settled at the mediation stage. Duration of negotiations - 10 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/75</u>
Teacher Category 1 0-11 (12) years	\$10,500-\$18,200* (\$ 7,700-\$14,700)	
Teacher Category 4 0-12 (14) years	\$12,700-\$22,700* (\$ 9,600-\$18,800)	
Principal	\$28,400-\$31,700* (\$23,600-\$26,650)	

In certain designated high schools, usually with less than 500 students, the salary schedule for principals is reduced from the above by \$2,000.

*Pending Anti-Inflation Board review of the new wage grid, actual present salaries are being paid at a rate only 10% above those of the previous contract.

<u>Health and Welfare:</u>	<u>Life Insurance</u> - Coverage of 3 times annual earnings to a maximum of \$75,000 (\$60,000).
	<u>Dental Plan (new)</u> - The employer will pay $66\frac{2}{3}\%$ of the cost for maintaining a preventative dental plan.

University of Toronto - Local 1230, Canadian Union of Public Employees (CLC)
(non-professional library employees): A 12-month renewal
agreement effective from July 1, 1975 to June 30, 1976,
covering 400 employees, settled after a strike with mediation
assistance. (Previous agreement expired June 30, 1975.)

Wages: Settlement pay of \$750 for all employees on payroll on December 9, 1975 who had not reached their maximum salary level as of July 1, 1975. Settlement pay of \$850 for all employees on payroll on December 9, 1975 who had reached their maximum salary level prior to July 1, 1975. Employees hired after July 1, 1975 shall receive payment on a pro-rata basis.

Effective	<u>Jan. 1/76</u>
Increases	4% plus \$1,000 per year
Library Technician 2; Clerk Typist 1	\$7,002-\$8,321 (\$5,771-\$7,039)*
Programmer 3	\$14,007-\$16,921 (\$12,507-\$15,309)*

*Note: Rates include an increase of \$200 per year, effective during the term of the last contract.

Probationary period is 90 days. Maximum rates reached after 4 annual increases.

Standby Pay: One hour's pay per four hours on standby, for programmers.

FEDERAL ADMINISTRATION

Government of Canada (Treasury Board) - Canadian Union of Postal Workers (CLC) (inside post office employees): A 30-month renewal agreement effective from Jan. 1, 1975 to June 30, 1977, covering 19,280 employees, settled after a work stoppage. Duration of negotiations - 12 months.

Wages:	Effective	<u>Jan. 1/75</u>	<u>July 1/75</u>	<u>Jan. 1/76</u>	<u>July 1/76</u>
General Increases	70¢	30¢	40¢	30¢	10¢
Reclassification Adjustment for Mail Handler				10¢	10¢

	<u>Jan. 1/75</u>	<u>July 1/75</u>	<u>Jan. 1/76</u>	<u>July 1/76</u>
Mail Handler	\$4.72-\$4.93 (\$4.02-\$4.23)	\$5.02-\$5.23	\$5.52-\$5.73	\$5.92-\$6.13
Postal Clerk & Supervisory	\$5.04-\$5.29	\$5.34-\$5.59	\$5.74-\$5.99	\$6.04-\$6.29
Mail Handler	(\$4.34-\$4.59)			
Mail Despatcher	\$5.12-\$5.38 (\$4.42-\$4.68)	\$5.42-\$5.68	\$5.82-\$6.08	\$6.12-\$6.38
Retroactivity:	\$1,365 salary supplement to cover the period Jan. 1, 1975 to Dec. 31, 1975, prorated according to time worked.			
Cost of Living Allowance (new):	Effective Jan. 1, 1976, 1¢ per hour for each 0.4 of a point rise in the Consumer Price Index (1961 equals 100), payable quarterly with a 10¢ per quarter cap and cumulative to a maximum of 60¢ over the term of the agreement.			
Shift Premium:	40¢ (18¢) per hour for all hours worked between 5 p.m. and 7 a.m. No premium is payable on shifts which start and finish between 6 a.m. and 6 p.m.			
Weekend Premium (new):	For all regularly scheduled hours worked on Saturday, 60¢ per hour and on Sunday, 75¢ per hour.			
Work on a Day of Rest:	For a full time employee, double time for all hours worked (previously time and one-half for work on first or second day of rest but double time for second day of rest when both days were worked).			
Work on a Paid Holiday:	Double time (time and one-half) in addition to holiday pay for both full and part-time employees.			
Paid Holidays:	An additional federally legislated holiday will be granted when the legislation is passed, making a total of 12 paid holidays.			
Paid Vacation:	Effective in 1975, 3 weeks after 1 year (unchanged), 4 weeks after 15 (16) years and 5 weeks after 27 (30) years. Effective in 1976, 4 weeks after 14 years.			
Clothing Allowance:	For part-time employees the percentage paid will be increased proportionally.			
	<u>Boot Allowance - Effective in 1975, \$100 (\$84) per year; in 1976, \$125 per year.</u>			
	<u>Glove Allowance - \$8.25 (\$8) per year.</u>			
	Part-time employees, in lieu of the above allowances, receive 1¢ per hour in 1975 and an additional 1¢ per hour in 1976.			

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (biological sciences group): A 12-month renewal agreement effective from July 1, 1975 to July 4, 1976, covering 735 employees, settled at the arbitration stage. Duration of negotiations - 8 months.

Wages: Effective July 1/75

General Increase 12%

Annual Rates

Biologist 1	\$14,459-\$16,353 (\$12,910-\$14,601)
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Biologist 3	\$19,193-\$23,851 (\$17,137-\$21,296)
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Biologist 5	\$27,311-\$31,027 (\$24,438-\$27,703)
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*This range does not include University recruitment rates.

Flexible Work Week (new): Upon request of an employee and the concurrence of his employer, an employee may complete his weekly hours of employment in a period of other than 5 full days in each 7 day period and his normal work day may be scheduled as agreed between him and the employer.

Overtime: First hour at straight time rate and each additional hour at time and one-half (first 2 hours unpaid and straight time for each additional hour).

At least 12 hours' notice of any requirement to work overtime, except in cases of emergency, call-back or mutual agreement (new).

The employer will endeavour to make cash payment for overtime within 6 weeks following the end of the pay period in which the record of the hours of overtime was submitted (new).

Paid Vacation: 3 weeks after 1 year, 4 weeks after 15 years (unchanged) and 5 weeks after 28 (30) years.

Maternity Leave: The employer may require an employee to submit a medical certificate certifying pregnancy (new).

ADDENDUM

This addendum consists of one settlement ratified in June 1975 and one settlement ratified in October 1975.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (scientific regulation group): A wage reopener with a 6-month extension to April 4, 1976, covering 460 employees Canada-wide (316 employees in Ontario) settled at the bargaining stage and ratified in June 1975.
 (Previous agreement was to expire October 5, 1975).

Wages: Effective April 7/75

General Increases 11%

SG 1 \$8,680 - \$15,207
 (\$7,820 - \$13,700)

SG 7 \$23,412 - \$27,317
 (\$21,092 - \$24,610)

Note: Previous rates include an interim adjustment of \$500 per year effective April 1, 1974.

Government of Canada (Treasury Board) - Professional Institute of the Public Service of Canada (Ind.) (computer systems administration group): A 12-month renewal agreement effective from Mar. 22, 1976 to Mar. 20, 1977, covering 1,845 employees, settled at the bargaining stage in October. Duration of negotiations - 3 months.

The previous agreement, which was due to expire Sept. 22, 1976, was reopened with respect only to rates of pay and duration. The agreement has been extended 6 months to Mar. 20, 1977.

Wages: Effective Mar. 22/76

General Increases

CS 1-3	6.5%
CS 4-5	6.0%

Annual Rates

CS 1 \$9,029-\$16,778
 (\$8,478-\$15,754)

CS 3 \$20,878-\$24,729
 (\$19,604-\$23,220)

CS 5 \$28,040-\$34,893
 (\$26,453-\$32,918)

C U M U L A T I V E I N D E X

January to June 1975

Settlements Reported by Issue and Page

<u>INDUSTRY AND COMPANY</u>	<u>UNION</u>	<u>ISSUE</u>	<u>PAGE</u>
LOGGING			
American Can of Canada Limited, Marathon Dryden Paper Co. Ltd.	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Jan.	1
The Ontario-Minnesota Pulp and Paper Company Limited, Kenora and Fort Frances	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Feb.	35
	Carpenters (Lumber and Sawmill Workers) (AFL-CIO/CLC)	Jan.	2
MINING			
The Adams Mine, Cliffs of Canada Limited, Kirkland Lake Dome Mines Ltd., South Porcupine Sherman Mines, Cliffs of Canada	Steelworkers (AFL-CIO/CLC)	May	173
	Steelworkers (AFL-CIO/CLC)	June	178
	Steelworkers (AFL-CIO/CLC)	May	175
FOOD AND BEVERAGE			
Christie, Brown & Co. Ltd., Toronto Demster's Bread - Division of Corporate Foods Ltd., Toronto	Bakery Workers (AFL-CIO/CLC)	April	97
	Teamsters (Ind.)	Feb.	38

FOOD AND BEVERAGE (Cont'd)

Dominion Dairies Limited, Toronto	Teamsters (Ind.)	Feb.	37
General Foods Ltd., Cobourg	Food Workers (AFL-CIO/CLC)	Apr.	97
The Great Atlantic and Pacific Company of Canada, Toronto	Bakery Workers (AFL-CIO/CLC)	Mar.	67
Kellogg Company of Canada Limited, London	Millers (AFL-CIO/CLC)	June	178
Thomas J. Lipton Limited, Bramalea	Millers (AFL-CIO/CLC)	Feb.	40
McCormick's Ltd., London	Millers (AFL-CIO/CLC)	Mar.	66
Nestle (Canada) Ltd., Chesterville	Retail Wholesale Employees (AFL-CIO/CLC)	Apr.	100
Laura Secord Candy Shops Ltd., Scarborough	Bakery Workers (AFL-CIO/CLC)	May	127
Hiram Walker and Sons Ltd., Walkerville	Distillery Workers (Ind.)	Jan.	29
Weston Bakeries Limited, Toronto	Teamsters (AFL-CIO/CLC)	Feb.	39
RUBBER			
Mansfield-Denman General Company Limited, Industrial Products Div., Welland.	Rubber Workers (AFL-CIO/CLC)	May	128
Standard Products (Canada) Limited, Stratford and Mitchell	Rubber Workers (AFL-CIO/CLC)	Feb.	41

LEATHER

Beardmore, a Division of Canada Packers Limited, Acton
A. R. Clarke and Company Limited, Toronto
Robson Lang Leathers Ltd.,
Barrie

67

Leather Workers and Food and Allied Workers
(AFL-CIO/CLC)

42

Leather Workers
(AFL-CIO/CLC)

4

Foodworkers (AFL-CIO/CLC)

TEXTILE

Courtaulds (Canada) Limited,
Cornwall
The Dobbie Industries Limited,
Woolen and Fabric Division,
Cambridge
Dominion Textiles Ltd.,
(Long Sault Fabrics and Long
Sault Yarns Ltd.), Long Sault
Fiberglas Canada Limited,
Guelph
Glendale Spinning Mills
Limited, Hamilton
Kingston Spinners Limited,
Kingston
Millhaven Fibres Ltd.,
Millhaven

180

June

Apr.

125

National Council of Canadian
Labour (Ind.)

May

130

Textile Workers (AFL-CIO/CLC)

June

180

Textile Workers (AFL-CIO/CLC)

May

130

Textile Workers (AFL-CIO/CLC)

June

180

Textile Workers (AFL-CIO/CLC)

Feb.

44

Textile Workers
(AFL-CIO/CLC)

March

68

(AFL-CIO/CLC)

Jan.

5

Oil, Chemical and Atomic
Workers (AFL-CIO/CLC)

WOOD

Gillies Bros. & Co. Ltd.,
Braeside

181

June

Woodworkers (AFL-CIO/CLC)

FURNITURE AND FIXTURE		
Sunar Limited, Steel Division, Waterloo	Steelworkers (AFL-CIO/CLC)	June 183
PAPER AND ALLIED		
American Can of Canada Ltd., Marathon	Paperworkers (AFL-CIO/CLC)	May 131
CIP Containers Ltd. Burlington, Markham Rexdale and London, Ont. Pointe-aux-Trembles, Que.	Canadian Paperworkers (CLC) Chemical Workers (AFL-CIO/CLC)	Feb. 64
PRINTING, PUBLISHING AND ALLIED		
Canadian Johns - Manville Company Limited, North Bay Hilroy Envelopes and Stationery Limited, Toronto Reed Decorative Products Limited, Toronto	Canadian Paperworkers (CLC) Paperworkers (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC)	June 183 Jan. 5 March 87
PRINTING, PUBLISHING AND ALLIED		
Council of Printing Industries of Canada, Toronto Council of Printing Industries of Canada, Toronto Toronto Star Ltd., Toronto Toronto Star Limited, Toronto	Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing & Graphic Communications, (AFL-CIO/CLC)	June 184 May 133 Jan. 6 Jan. 7

PRIMARY METALS

Anacinda Canada Ltd., Toronto	Auto Workers (CLC)	Jan.	8
Holmes Foundry Limited (Foundry Division), Sarnia	Auto Workers (CLC)	June	185
Royal Canadian Mint, Hull, Que., Ottawa, Ont., Winnipeg, Man.	Public Service Alliance of Canada (CLC) (production and office employees)	March	69
Standard Tube Canada Ltd., Woodstock	Auto Workers (CLC)	April	100

METAL FABRICATING

Canada Forgings Limited, Welland	Auto Workers (CLC)	June	187
Dominion Bridge Company Limited, Toronto	Steelworkers (AFL-CIO/CLC)	May	134
Dominion Chain Co., Division of Welland Forge Ltd., Stratford.	Machinists (AFL-CIO/CLC)	Feb.	44
Great West Steel Industries Ltd., Toronto	Steelworkers (AFL-CIO/CLC)	Jan.	10
Supreme Aluminum Industries Ltd., Scarborough and Pickering	Employee Council Represen- tatives of Supreme Aluminum Industries Limited (Ind.)	Jan.	31
Trame Company of Canada Toronto	Electrical Workers (U.E.), (CLC)	March	87

MACHINERY

Black Clawson - Kennedy Ltd., Owen Sound	Steelworkers (AFL-CIO/CLC)	April	103
Hill Refrigeration of Canada Ltd., Barrie	Steelworkers (AFL-CIO/CLC)	June	188

MACHINERY (Cont'd)			
Wabco Ltd., Hamilton	May	135	
Electrical Workers (U.E.) (CLC)			
TRANSPORTATION EQUIPMENT			
Bendix Home Systems Ltd., Hensall	Carpenters, (AFL-CIO/CLC)	Jan.	31
Douglas Aircraft Company of Canada Limited, Mississauga	Auto Workers (CLC) (production employees)	June	189
International Harvester Company of Canada Limited, Chatham	Auto Workers (CLC) (clerical and technical employees)	Feb.	46
S.K.D. Manufacturing Co. Limited, Amherstburg	Auto Workers (CLC)	Feb.	47
ELECTRICAL PRODUCTS			
Beach Foundry Limited, Ottawa	Auto Workers (CLC)	March	70
Crouse-Hinds Canada Limited, Toronto	Auto Workers (CLC)	May	141
General Instrument of Canada Ltd., Waterloo	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	Jan.	13
I-T-E Circuit Breaker (Canada) (Eastern Power Devices Division), Mississauga	Electrical Workers (I.B.E.W.) (AFL-CIO/CLC)	Jan.	16
McGraw-Edison of Canada Ltd., (Power Systems Division), Scarborough	Steelworkers (AFL-CIO/CLC)	May	160
Philco Ford of Canada Ltd., Toronto	Machinists (AFL-CIO/CLC)	Jan.	12

ELECTRICAL PRODUCTS (Cont'd)

Philips Electronics Industries Ltd., Strathroy	Christian Labour Association of Canada (Ind.)	June	212
RCA Limited, Midland	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	June	190
RCA Limited, Renfrew	Electrical Workers (I.U.E.) (AFL-CIO/CLC)	May	137
Rotor Electric Company Limited, Toronto	Steelworkers (AFL-CIO/CLC)	Jan.	11
Sangamo Company Limited, Toronto	Machinists (AFL-CIO/CLC)	Apr.	126
J. E. Thomas Specialties Ltd., Lindsay	Rubber Workers (AFL-CIO/CLC)	Jan.	15
Westinghouse Canada Ltd., Hamilton	Electrical Workers (U.E.) (CLC)	May	138
NON-METALLIC MINERAL PRODUCTS			
Canadian Ohio Brass Company Limited, Niagara Falls	Chemical Workers (AFL-CIO/CLC)	Feb.	49
Consumers Glass Company Ltd., Toronto	Glass and Ceramic Workers (AFL-CIO/CLC)	June	192
Dominion Glass Company Ltd., Hamilton	Glass and Ceramic Workers (AFL-CIO/CLC)	May	142
L.O.F. Glass of Canada Ltd., Collingwood	Glass and Ceramic Workers (AFL-CIO/CLC)	May	143
Pilkington Brothers (Canada) Ltd., (Pilkington Glass Mfg. Division), Scarborough	Glass and Ceramic Workers (AFL-CIO/CLC)	May	144
Ready-Mix Companies, Ottawa	Teamsters (Ind.)	Apr.	104

CHEMICAL AND CHEMICAL PRODUCTS

Colgate - Palmolive Limited, Toronto	Chemical Workers (AFL-CIO/CLC)	March	71
Dupont of Canada Ltd., Mairland	Chemical Workers (AFL-CIO/CLC)	May	147
International Minerals and Chemical Corporation (Canada) Ltd., Port Maitland	Steelworkers (AFL-CIO/CLC)	May	146
Union Carbide Canada Ltd., Welland	Electrical Workers (U.E.) (CLC)	April	105

MISCELLANEOUS MANUFACTURING

Canadian General-Tower Ltd., Cambridge	Rubber Workers (AFL-CIO/CLC)	Feb.	50
Greb Industries Ltd., Kitchener	Shoe Workers (AFL-CIO/CLC)	May	148

TRANSPORTATION

Air Canada, system-wide Hamilton Street Railway Company and Canada Coach Lines Ltd. Hamilton	Machinists (AFL-CIO/CLC) Amalgamated Transit Union (AFL-CIO/CLC)	Apr. Apr.	105 107
Toronto Transit Commission	Amalgamated Transit Union (AFL-CIO/CLC)	Jan.	18

STORAGE

Lakehead Terminal Elevators Thunder Bay	Railway Clerks (AFL- CIO/CLC)	Mar.	72
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ELECTRIC POWER, GAS AND WATER UTILITIES

Consumer Gas Company, Toronto	Chemical Workers (office, clerical, sales and lab.) (AFL-CIO/CLC)	Feb. 53
The Hydro-Electric Commission of the City of Hamilton North York Borough Hydro Electric Commission Ontario Hydro, province-wide	Electrical Workers (I.B.E.W.) (AFL-CIO/CLC) Canadian Union of Public Employees (CLC) Canadian Union of Public Employees (CLC)	Feb. 51 149 109
Scarborough Borough Public Utilities Commission (Hydro Division, Water Works Division, Garage Division)	Electrical Workers (I.B.E.W.) AFL-CIO/CLC	Apr. 111
Toronto Electric Commissioners Division)	Canadian Union of Public Employees (CLC) (hourly rated employees)	May 152
Toronto Hydro Electric System	Canadian Union of Public Employees (CLC) (clerical and technical employees)	May 151
RETAIL TRADE	Retail Clerks (AFL-CIO/CLC)	May 154
Steinberg's Ltd. (Miracle Mart Division), Ottawa and district, Ont. and Hull, Que.	Canadian Union of Public Employees (CLC)	Jan. 20
INSURANCE AND REAL ESTATE		
Ontario Housing Corp., Toronto		

EDUCATION AND RELATED SERVICES

The Durham Board of Education,
Oshawa

	Canadian Union of Public Employees (CLC) (caretaking and maintenance employees, cafeteria staff and bus drivers)	June	193
	Canadian Union of Public Employees (CLC)	Jan.	33
	Canadian Union of Public Employees (CLC)	Mar.	74
	Canadian Union of Public Employees (CLC)	June	194
	Canadian Union of Public Employees (CLC) (custodial services)	June	195
	Canadian Union of Public Employees (CLC) (office and clerical employees)	June	195
	Civil Service Association (Ind.) (academic staff, librarians and counsellors)	Mar.	77
	Canadian Union of Public Employees (CLC) (outside employees)	Mar.	75
	Ottawa Board of Education Employees Association (Ind.) (maintenance, services and plant operations employees)	Feb.	53
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	Canadian Union of Public Employees (CLC)	June	195
	Caretakers' Association (Ind.)	June	196
	Ottawa Roman Catholic Separate School Board		
	Peel County Board of Education, Mississauga		
	Peel County Board of Education, Mississauga		

EDUCATION AND RELATED SERVICES (Cont'd)

Queen's University,	Feb.	54
Kingston Scarborough Board of Education, Toronto	Mar.	76
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The Waterloo County Board of Education, Kitchener York University, Toronto	Apr.	112
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Our Lady of Mercy Hospital, Toronto	May	155
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Kingston Heating and Maintenance Workers' Union (CLC)
Canadian Union of Public Employees (CLC) (part-time employees)
Canadian Union of Public Employees (CLC)
Canadian Union of Public Employees (CLC)
Canadian Union of Public Employees (CLC)
Canadian Union of Public Employees (CLC) (firemen, trades, service and maintenance employees)
Canadian Union of Public Employees (CLC) (plant operations and food services)
Non-Academic Staff Association (Ind.)

Canadian Union of Public Employees (CLC)

Ontario Nurses Association (Ind.)
Canadian Union of Public Employees (CLC)
Service Employees (AFL-CIO/CLC)
Service Employees (AFL-CIO/CLC)

HEALTH AND WELFARE SERVICES (Cont'd)

Wellesley Hospital,
Toronto

Service Employees
(AFL-CIO/CLC) (Office and
clerical employees)

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy of Canada Ltd.,
Chalk River and Deep River

PERSONAL SERVICES

Canadian National Institute
for the Blind, province-wide

Holiday Inn of Ottawa of the
Commonwealth Holiday Inns
of Canada Ltd.

Linen Supply Industry of
Toronto
Sheraton Limited (King Edward
Sheraton Hotel), Toronto
The Sutton Place Hotel,
Toronto
Toronto Hotel Association

PERSONAL SERVICES (Cont'd)

Service Employees
(AFL-CIO/CLC) (various unions)

SERVICES TO BUSINESS MANAGEMENT

Atomic Energy Allied Council
(AFL-CIO/CLC) (various unions)

PERSONAL SERVICES

Service Employees (AFL-CIO/CLC)

Hotel Employees (AFL-CIO/CLC)

Teamsters (Ind.)

Feb. 55
May 172
June 200
Apr. 116

Service Employees (AFL-CIO/CLC)
Hotel Employees (AFL-CIO/CLC)
Hotel & Restaurant Employees and
Bartenders' Int. Union
(AFL-CIO/CLC)

Service Employees
(AFL-CIO/CLC) (various unions)

PERSONAL SERVICES

Atomic Energy Allied Council
(AFL-CIO/CLC) (various unions)

PERSONAL SERVICES

Atomic Energy Allied Council
(AFL-CIO/CLC) (various unions)

Feb. 55
May 172
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(A Division of Dustbane
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Service Employees
(AFL-CIO/CLC)

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LOCAL ADMINISTRATION			
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LOCAL ADMINISTRATION (Cont'd)

Etobicoke Borough Corporation (Fire Department)	161	Fire Fighters (AFL-CIO/CLC)	May
Hamilton City Corporation	23	Canadian Union of Public Employees (CLC) (inside employees)	Jan.
Hamilton City Corporation	58	Canadian Union of Public Employees (CLC) (outside employees)	Feb.
Hamilton City Corporation (Fire Department)	58	Fire Fighters (AFL-CIO/CLC)	Feb.
Hamilton-Wentworth Regional Municipality	24	Canadian Union of Public Employees (CLC) (inside employees)	Jan.
Hamilton-Wentworth Regional Municipality	173	Canadian Union of Public Employees (CLC) (outside employees)	May
Kingston City Corporation (includes Rideaucrest Home for the Aged)	25	Canadian Union of Public Employees (CLC)	Jan.
Kitchener City Corporation	120	Canadian Union of Public Employees (CLC) (Public Works and Parks and Recreation)	Apr.
London City Board of Commissioners of Police	27	The London Police Association (Ind.)	Jan.
London City Corporation	59	Canadian Union of Public Employees (CLC) (office and clerical employees)	Feb.
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Metropolitan Board of Commissioners of Police, Toronto	61	Fire Fighters (AFL-CIO/CLC)	Feb.
Mississauga City Corporation	162	Metropolitan Toronto Police Association (Ind.) (uniformed employees)	May
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	62	Canadian Union of Public Employees (CLC)	Feb.

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June 214

CAL
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Labour
Canada

CANADA DEPARTMENT OF LABOUR
Travail
Canada
OTTAWA



ONTARIO MINISTRY OF LABOUR
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS

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JULY TO DECEMBER 1975



Prepared Jointly by the Canada Department of Labour
and the Ontario Ministry of Labour

CUMULATIVE INDEX

July to December 1975

(First six months appear in June 1975 Issue)

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Hamilton City Board of Education
Kent County Board of Education, Chatham
Lambton County Board of Education
Metropolitan Separate School Board, Toronto
Metropolitan Separate School Board, Toronto

Carleton University Academic Staff Association (Ind.)
Ontario Teachers' Federation
Ontario Teachers' Federation
Canadian Union of Public Employees (CLC)
Ontario Teachers' Federation
Ontario Teachers' Federation
Ontario Secondary School Teachers Federation (OTF)
Canadian Union of Public Employees (CLC) (office, clerical and technical employees)
Ontario English Catholic Teachers' Association and L'Association des Enseignants Franco-Ontariens (Ind.)

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Nov.
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Colleges of Applied Arts and
Technology, province-wide.

Sudbury Board of Education
University of Guelph

University of Toronto

The University of Windsor

The Waterloo County Board of
Education
Welland County Roman Catholic
Separate School Board
Windsor City Board of Education

HEALTH AND WELFARE SERVICES

Bestview Holdings Limited and
Bestview Services Limited,
Sarnia, St. Catharines, Markham,
Toronto, Newmarket and Orillia
Ontario Hospitals, province-
wide

MOTION PICTURE AND RECREATIONAL SERVICES

Toronto Commercial Film Producers
Association

Civil Service Association
of Ontario (CLC) (academic
staff, librarians and
counsellors)
Ontario Teachers' Federation
University of Guelph Staff
Association (Ind.) (clerical
and stenographic technicians)
Canadian Union of Public
Employees (CLC) (non-pro-
fessional library employees)
Canadian Union of Public
Employees (CLC)
Custodial and Maintenance
Association (Ind.)
Ontario Teachers' Federation
Canadian Union of Public
Employees (CLC)

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